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Personnel Action Report

2008

North Carolina State Government

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Includes staffing, compensation, discipline, grievance and equivalency actions.

As Required by Senate Bill 886

Submitted To:
Joint Legislative Commission on Governmental Operations

Submitted By:
State Personnel Commission, May 2009

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PERSONNEL ACTION REPORT
2008

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Personnel Function Report (SB886)
Comprehensive Executive Summary

In response to Senate Bill 886, ratified on August 27, 1997, the State Personnel Commission is required to report on certain personnel functions to the Joint Legislative Commission on Governmental Operations.

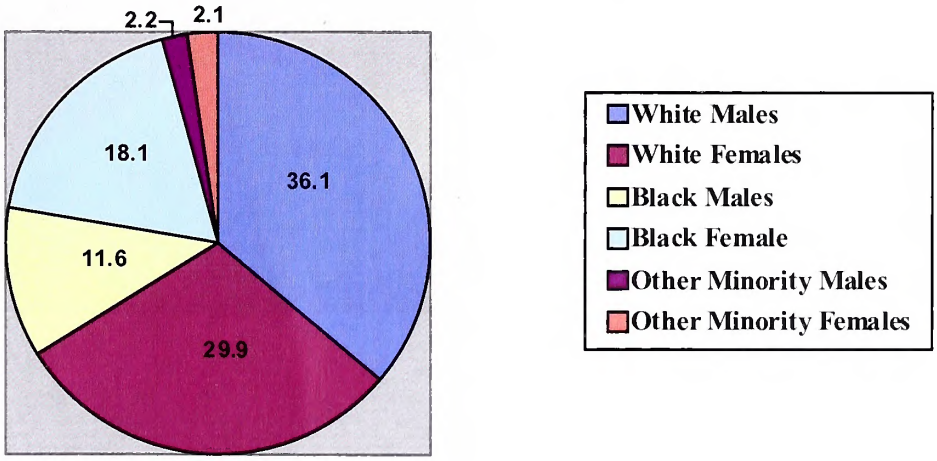
1. Workforce Representation:

The State of North Carolina is reporting 93,542 full-time, permanent SPA employees as of December 31, 2008. This represents an increase of 2,648 employees from 2007. Employee increases were experienced in both the agency and university systems.

Workforce	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	27,400 **38.7%**	19,455 **27.5%**	8,603 **12.1%**	12,775 **18.0%**	1,501* **2.1%**	1,089* **1.5%**	70,823
University	6,363 **28.0%**	8,514 **37.5%**	2,255 **9.9%**	4,164 **18.3%**	544* **2.4%**	879* **3.9%**	22,719
TOTAL	33,763 **36.1%**	27,969 **29.9%**	10,858 **11.6%**	16,939 **18.1%**	2,045* **2.2%**	1,968* **2.1%**	93,542
Previous Total-2007	*32,882* ***36.2%***	*27,135* ***29.9%***	*10,698* ***11.8%***	*16,377* ***18.0%***	*1,963** ***2.2%***	*1,839** ***2.0%***	*90,894*

NOTE: The data collection system in BEACON allows for employees to be assigned to an "Ethnicity Unknown" category. As of 12/31/08 there were 307 employees in this category. Those employees have not been included in this analysis.

Total State Representation by Demographic Group (2008)

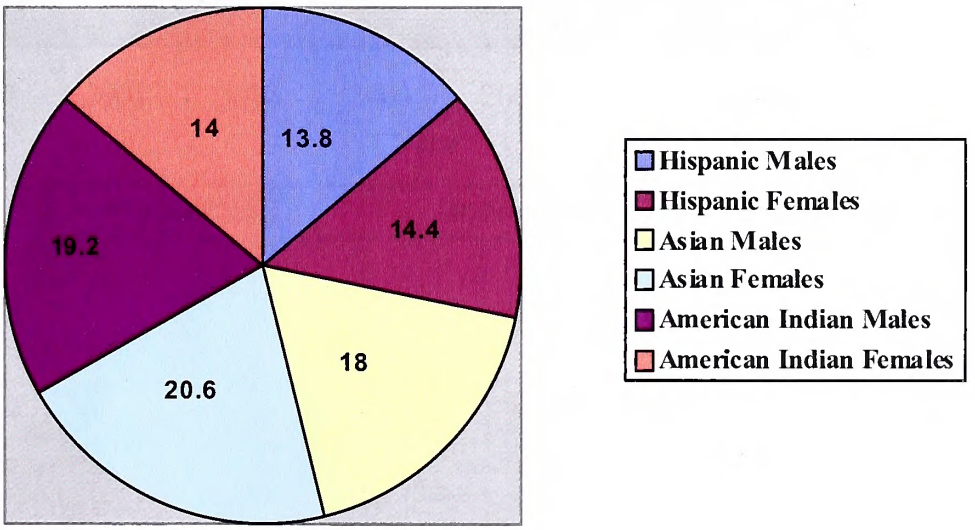


North Carolina State Government cabinet and council of state agencies employed 70,823 employees as of December 31, 2008. This accounted for 76% of the total 93,542 employees. North Carolina State Government universities employed 22,719 employees as of December 31, 2008. This accounted for 24% of the total 93,542 employees.

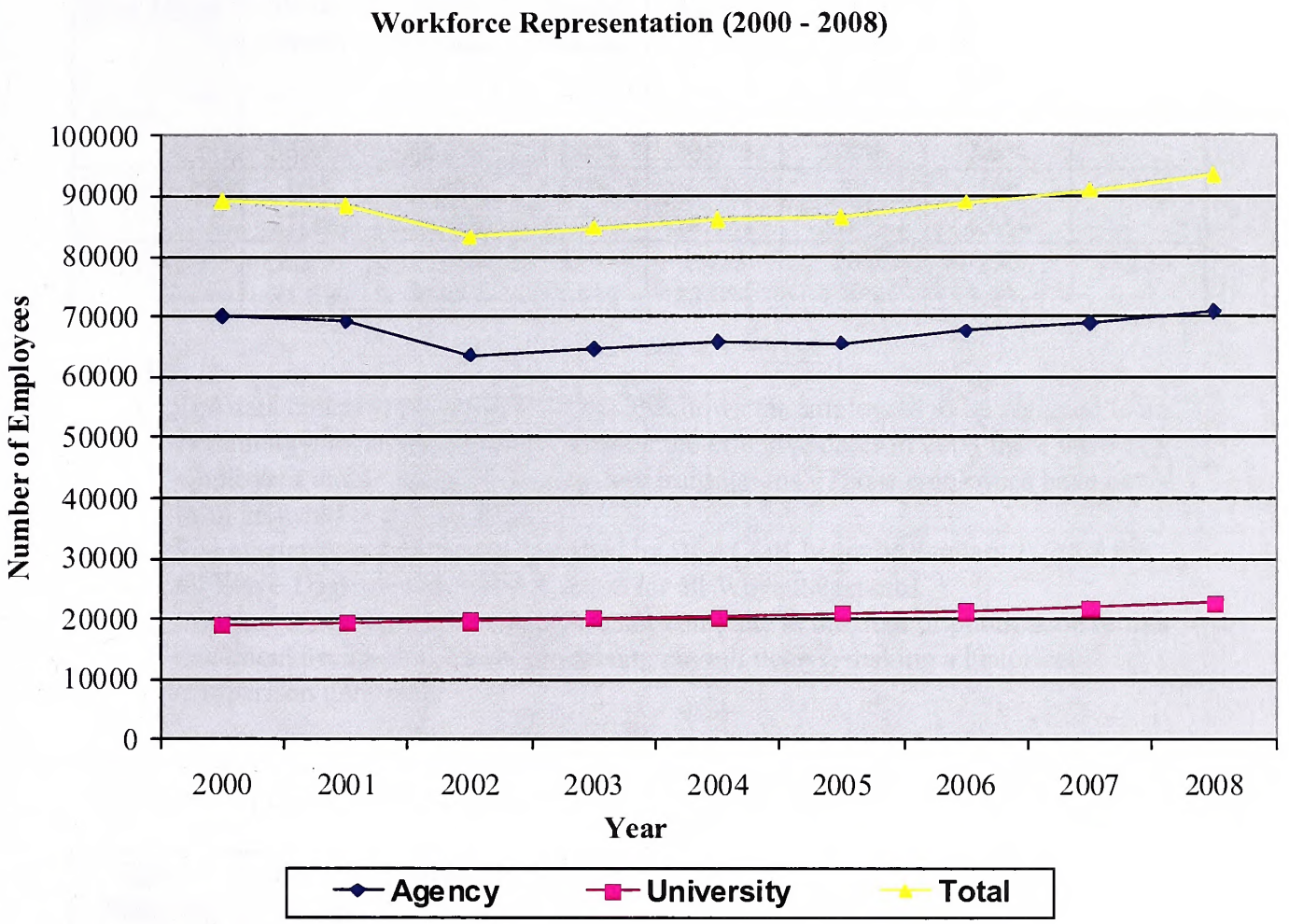
The employees labeled as 'other minority males' and 'other minority females' include Hispanic, American Indian and Asian employees. Overall, these employees represented 4.3% of the entire workforce or 4,013 employees (an increase of 211 since 2007). Within the agency workforce, American Indian employees represented the largest 'other minority group'. Within the university workforce, Asian employees represented the largest 'other minority group'. Specifically, these groups represented the following:

Other Minority Workforce	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	370 **14.3%**	322 **12.4%**	477 **18.4%**	417 **16.1%**	654 **25.3%**	350 **13.5%**	2,590
University	184 **12.9%**	257 **18.1%**	245 **17.2%**	410 **28.8%**	115 **8.1%**	212 **14.9%**	1,423
TOTAL	554 **13.8%**	579 **14.4%**	722 **18.0%**	827 **20.6%**	769 **19.2%**	562 **14.0%**	4,013

Total Representation of Other Minority Groups in Detail (2008)



The following chart details the change in workforce representation since 2000. The chart reflects an increase in workforce representation until 2001. From December 31, 2001 to December 31, 2002 the agency and overall workforce decreased. This trend for agencies and overall totals reversed in 2003 as the workforce total increased for both. University workforce totals have increased consistently since 2000.



2. New Hires:

A new hire or new appointment is the initial employment of an individual to a position or the reemployment of an individual who is either not eligible for reinstatement or, at the agency's option, is not offered reinstatement. The State of North Carolina hired 7,133 new full-time, permanent SPA employees during calendar year 2008 (a reduction of 2,816 from 2007 – please see notes).

New Hires	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	1,615 **33.6%**	1,365 **28.4%**	577 **12.0%**	1,005 **20.9%**	118 **2.5%**	124 **2.6%**	4,804
University	635 **27.3%**	835 **35.9%**	250 **10.7%**	420 **18.0%**	83 **3.6%**	106 **4.6%**	2,329
TOTAL	2,250 **31.5%**	2,200 **30.8%**	827 **11.6%**	1,425 **20.0%**	201 **2.8%**	230 **3.2%**	7,133

NOTES:

1. The data collection system in BEACON allows for employees to be assigned to an "Ethnicity Unknown" category. During the effective dates in 2008 there were 113 employees in this category for new hire transactions. Those employees have not been included in this analysis.
2. The agency new hire figures supplied by BEACON begin on January 1, 2008 for all Wave 1 agencies and May 1, 2008 for all Wave 2 agencies.
3. The university figures, however, are not complete at the time of publication of this document because of central processing payroll delays, making a historical comparison unreliable.

Other minority males and females include Hispanic, American Indian and Asian employees. Specifically, these groups represent the following:

Other Minority New Hires	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	40 **16.5%**	54 **22.3%**	39 **16.1%**	43 **17.8%**	39 **16.1%**	27 **11.2%**	242
University	29 **15.3%**	43 **22.8%**	37 **19.6%**	40 **21.2%**	17 **9.0%**	23 **12.2%**	189
TOTAL	69 **16.0%**	97 **22.5%**	76 **17.6%**	83 **19.3%**	56 **13.0%**	50 **11.6%**	431

3. Compensation Levels:

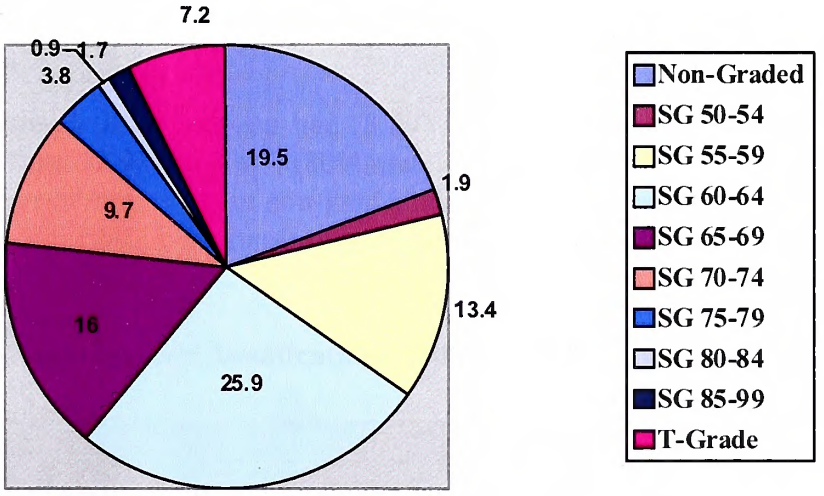
This section of the report analyzes salary distributions in 12 categories ranging from salary grades 50-54 through 85 and higher and non-graded and flat rate classifications.

AGENCIES:

Overall, classifications in salary grade 60-64 consisted of the highest percentage of employees representing 25.9% of the agency workforce. Non-graded classifications, which represent primarily banded classifications, made up the second highest percentage of employee representing 19.5% of the agency workforce.

NOTE: The data collection system in BEACON allows for employees to be assigned to an "Ethnicity Unknown" category. As of 12/31/08 there were 307 employees in this category. Those employees have not been included in this analysis.

Total Agency Workforce by Salary Grade Range (2008)



Demographic Analysis: Black male employees had their highest level of representation at salary grade range 50-54, the lowest range in the salary structure. Black female employees had their highest level of representation at salary grade range 55-59, the second lowest in the salary structure. However, they also represented the second largest demographic group in salary range 50-54. In each situation, black male and black female employees were represented at approximately double their level of overall agency representation. By comparison, white male employees had their highest level of representation at the non-graded salary grade range followed by salary range 80-84. White female employees had their highest level of representation at salary grade range 85+ and in T-graded classifications. See chart on the following page.

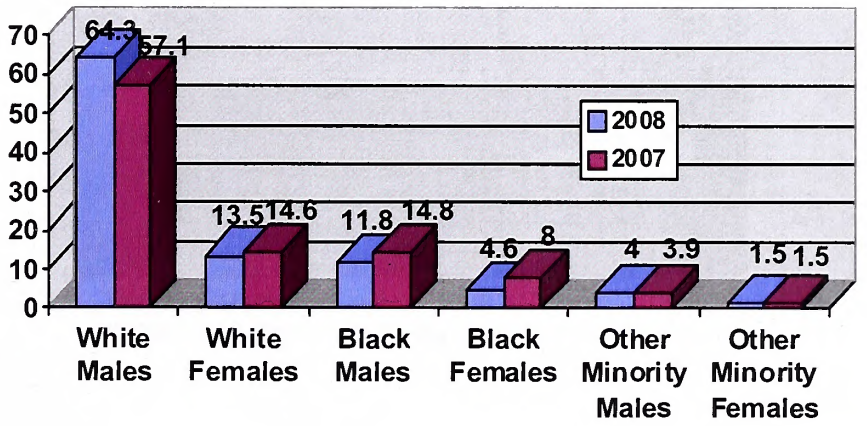
Percent of Employees
by Grade Range and Demographic Group (Agency)

	White Males	White Females	Black Males	Black Females
GR 50-54	13.0	26.2	22.0	34.1
GR 55-59	10.3	39.3	11.1	36.9
GR 60-64	36.8	20.6	17.2	21.8
GR 65-69	42.2	27.9	10.1	15.6
GR 70-74	39.6	38.1	6.6	12.0
GR 75-79	47.2	34.2	5.6	9.1
GR 80-84	48.4	37.1	4.7	5.9
GR 85+	33.2	43.1	6.6	10.8
T-Grade	20.0	43.1	11.5	22.6
Non-Graded	64.3	13.5	11.8	4.6

NOTE: Other minority males and females did not generate statistically significant percentages due to low levels of representation by salary grade. They are included in the non-graded analysis.

Non-Graded Classifications: State agencies had 13,897 employees in non-graded classifications (increase from 12,914 in 2007) (80% male and 20% female). White males were the largest percentage of employees in non-graded classifications, consisting of 64.3% of the group. Black females comprised only 5% of non-graded classifications.

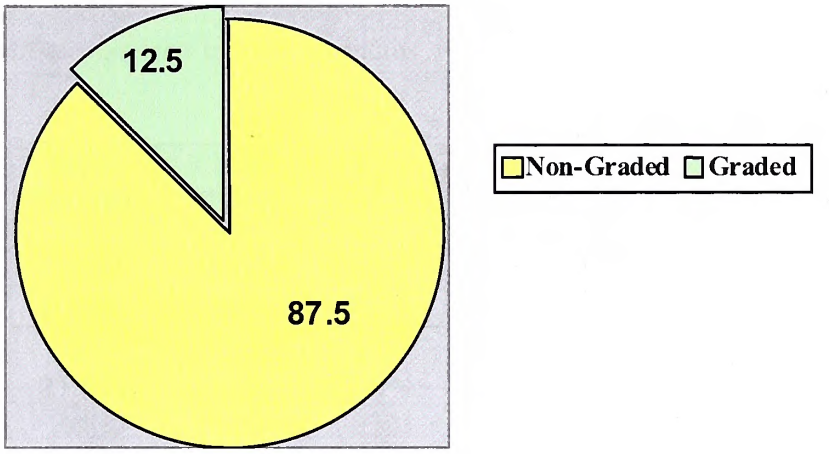
Employees in Non-Graded Classifications 2008 and 2007 (Agency)



UNIVERSITIES:

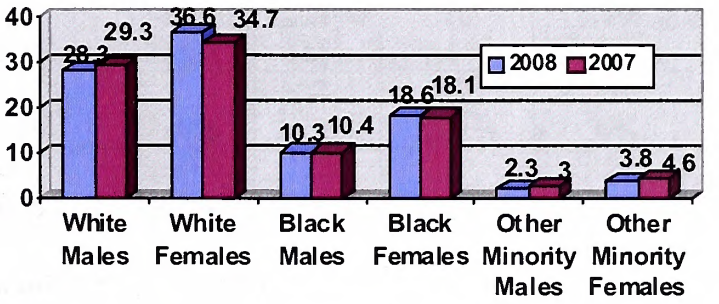
Overall, classifications in non-graded (or banded) grades consisted of the highest percentage of employees representing 87.5% of the university workforce.

Total University Workforce
Graded vs. Non-Graded Classifications (2008)



Non-Graded Classifications: The university system had 19,892 employees in non-graded classifications (increase from 11,011 in 2007) (41% male and 59% female). White females were the largest percentage of employees in non-graded classifications, representing 36.6% of the group.

Employees in Non-Graded Classifications (University)



4. Disciplinary Actions:

In calendar year 2008, there were 3,340 disciplinary actions taken against agency and university employees. For comparative purposes, there were 4,312 disciplinary actions taken in 2007 (a decrease of 972 actions.) The largest numbers of disciplinary actions 983 (29%) were taken against white male employees. Black males and black females experienced a higher percentage of disciplinary actions as compared to their workforce representation rates. Of all the disciplinary actions taken, 2,692 (80.5%) occurred in State agencies, and 648 (19.5%) occurred in State universities. In 2007 86.7% of disciplinary actions occurred in State agencies, while 13.3% occurred in State universities.

Discipline	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	835 **31%**	464 **17.2%**	593 **22%**	669 **25%**	68* **2.5%**	63* **2.3%**	2,692
University	148 **22.8%**	176 **27.1%**	145 **22.4%**	153 **23.5%**	12* **1.8%**	14* **2.4%**	648
TOTAL	983 **29.4%**	640 **19.2%**	738 **22.1%**	822 **24.8%**	80* **2.3%**	77* **2.2%**	3,340
Previous Total - 2007	1184 **27%**	864 **20%**	1039 **24%**	1062 **25%**	87* **2%**	76* **2%**	4,312

*Other minority males and females include Hispanic, Asian, and American Indian employees. Specifically, these groups represent the following:

Discipline	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	18 **13.7%**	34 **26%**	21 **16%**	10 **7.6%**	29 **22.1%**	19 **14.5%**	131
University	5 **19.2%**	7 **26.9%**	7 **26.9%**	7 **26.9%**	0 **0%**	0 **0%**	26
TOTAL	23 **14.6%**	41 **26.1%**	28 **17.8%**	17 **10.8%**	29 **18.5%**	19* **12.1%**	157

The largest numbers of disciplinary actions 983 (29%) were taken against white male employees. Black females had the second highest percentage of overall disciplinary actions comprising 25% of all disciplinary actions. Black males represented 22% of all disciplinary actions.

Disciplinary Action by Type: In 2008, 83.7% or 2,795 of these actions were written warnings; this represents a decrease of 797 warnings issued since 2007. Also, 5% or 169 of the actions were dismissals, which is a decrease of 320 since 2007. There were 376 demotions and suspensions without pay. This is an increase of 45 demotions and suspensions without pay over the number in 2007.

Of the dismissals, 34% occurred against black male employees, the highest percent of any demographic group. Overall, black males represented only 11.6% of the total state work force. Black females received the second highest percentage of dismissals, comprising 21% of all these actions during 2008.

Black males and black females also received the highest percentage of demotions during 2008. Black male employees received 32% of all demotions and black females received 29% of all demotions. Both percentages exceed their representation in the overall work force.

Discipline By Type	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Warning	843 **30%**	523 **19%**	621 **22%**	673 **24%**	67* **2%**	68* **3%**	2,795
Demotion	14 **20%**	9 **13%**	22 **32%**	20 **29%**	4 **6%**	0 **0%**	69
Dismissal	38 **22%**	34 **20%**	57 **34%**	36 **21%**	2 **1.5%**	2 **1.5%**	169
Suspension	88 **29%**	74 **24%**	47 **15%**	93 **30%**	5* **2%**	0* **0%**	307
TOTAL	983 **29%**	640 **19%**	747 **22%**	822 **25%**	78* **3%**	70* **2%**	3,340

*Disciplinary actions for Other Minority Groups are detailed in the complete report.

5. Grievances:

State government employees filed a total of 335 grievances during calendar year 2008 (a total of 240 fewer grievances filed than in 2007). Of the 335 grievances filed in 2008, 32 (10%) were based on discrimination, 34 (10%) were based on policy violations, and 195 (58%) were based on disciplinary actions. The grievance type for 74 grievances (22%) was unknown.

	White Males	White Females	Black Males	Black Females	Other Minority Males*	Other Minority Females*	Un-known	TOTAL
Agency	50	20	26	52	0	1	74	223
	22.8%	**8.9%**	**11.6%**	**23.3%**	**0%**	**0.4%**	**33%**	
University	40	18	21	33	0	0	0	112
	35.7%	**16%**	**18.8%**	**29.5%**	**0%**	**0%**	**0.0%**	
TOTAL	90	38	47	85	0	1	74	
	27 %	**11.3%**	**14%**	**25.4%**	**0%**	**0.3%**	**22 %**	335
Previous	128	155	101	171	10	10		
Total 2007	**23%**	**27%**	**18%**	**30%**	**1%**	**1%**		575

Other minority males and females include Hispanic, Asian, and American Indian employees. Specifically, these groups represent the following:

	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL
Agency	0	1	0	0	0	0	1
	0.0%	**100%**	0.0%	0.0%	0.0%	0.0%	
University	0	0	0	0	0	0	0
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
TOTAL	0	1	0	0	0	0	1
	0.0%	**100%**	0.0%	0.0%	0.0%	0.0%	

North Carolina state government agencies had 223 grievances filed against them during calendar year 2008. This represents 66.5% of the total grievances filed in 2008. North Carolina State universities had 112 grievances filed against them in 2008. This represents 33.5% of the total grievances for 2008.

The following State agencies did not report any disciplinary or grievance data for calendar year 2008:

Department of Community Colleges
Employment Security Commission
Department of the State Auditor
Office of the State Controller

6. Equivalencies:

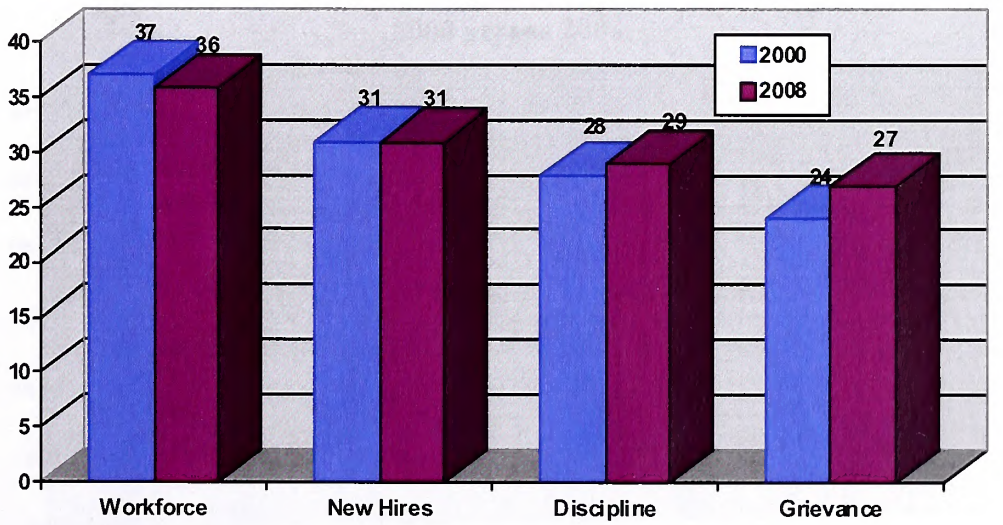
An equivalency is defined as any deviation from the required minimum training and experience, not including substitution of directly related education for experience, or directly related experience for education as stated on the class specification. For calendar year 2008, there were no instances that an agency or university used an equivalency.

7. Demographic Analysis:

This report reviews personnel functions in several areas. This section of the executive summary charts the percentage of disciplinary actions and grievances against the overall level of workforce representation in each demographic group in 2000 and 2008. Please note that other minority males and females are not included in this analysis due to their low overall representation rates (less than 2%). Significant trends related to other minority males and females are included in each previous section of the report.

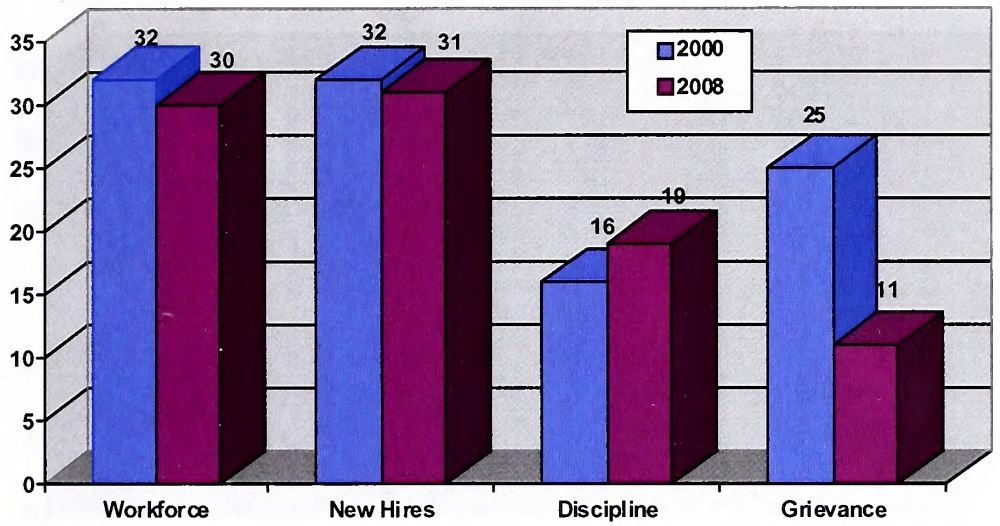
White Males - This analysis reveals that white male activity in the discipline and grievance areas were all lower than overall representation in both 2000 and 2008. White male employees consisted of 37% of the overall workforce representation in 2000 and 36% in 2008. White males had the highest level of discipline and grievance of any demographic group, although it was less than their overall representation level.

2000 versus 2008



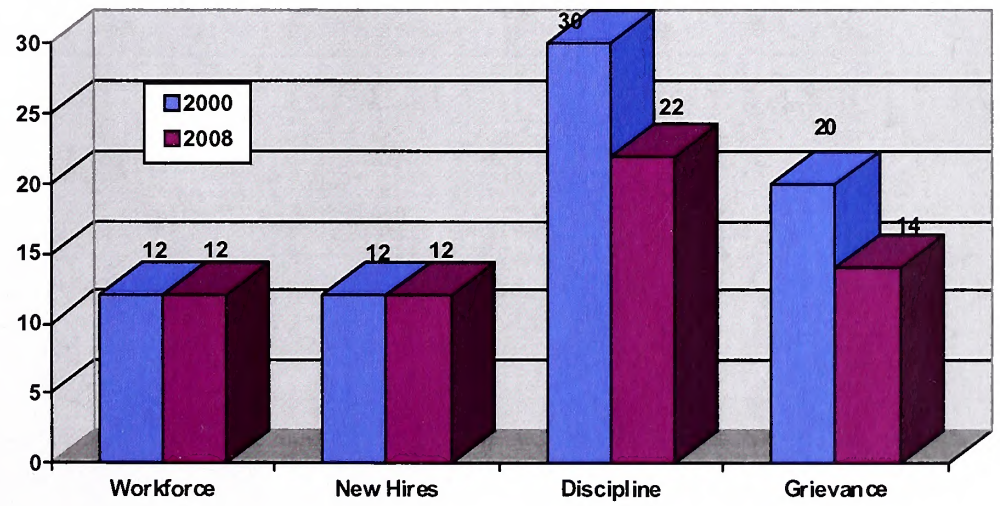
White Females – In 2008, white females had representation and new hire levels at 30% and 31% of the total. White females increased their level of discipline, from 16% in 2000 to 19% in 2008. The grievance rates decreased dramatically from 25% in 2000 to 11% in 2008. By comparison, white females had a grievance rate of 27% in 2007.

2000 versus 2008



Black Males - The percentage of black male activity in the discipline and grievance areas exceeds their overall workforce representation levels during both 2000 and 2008, although both levels have decreased in the eight-year period. Black males composed 12% of the overall State workforce, which is unchanged from 2000. From 2000 to 2008, the level of discipline received by black males has decreased from 30% to 22%, although this still far exceeds their 12% representation level. Black males have decreased the percentage of grievances filed, from 20% in 2000 to 14% in 2008.

2000 versus 2008



Black Females – Black female employees represented 18% of the workforce representation in 2008, up slightly from 2000. They accounted for 20% of all new hires, slightly less than in 2000. Their level of discipline and grievance activity exceeded their workforce representation. In 2008, black females received 25% of all disciplinary action and filed 25% of all grievances.

2000 versus 2008

Staffing Report
Agency Totals
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	572	400	89	110	2	4	10	4	4	6	3	1204	229	524	29
% Represented	47.5%	33.2%	7.4%	9.1%	0.2%	0.3%	0.8%	0.3%	0.3%	0.5%	0.2%	100.0%	19.0%	43.5%	2.4%
New Hires	11	14	3	4	0	0	0	1	0	0	0	33	8	19	0
% Represented	33.3%	42.4%	9.1%	12.1%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	100.0%	24.2%	57.6%	0.0%
Promotions	42	27	7	8	1	0	1	0	1	1	0	88	19	36	1
% Represented	47.7%	30.7%	8.0%	9.1%	1.1%	0.0%	1.1%	0.0%	1.1%	1.1%	0.0%	100.0%	21.6%	40.9%	1.1%
MANAGEMENT RELATED															
Employees	1686	2125	408	1005	31	47	17	49	17	22	9	5416	1596	3248	160
% Represented	31.1%	39.2%	7.5%	18.6%	0.6%	0.9%	0.3%	0.9%	0.3%	0.4%	0.2%	100.0%	29.5%	60.0%	3.0%
New Hires	78	90	20	48	5	8	0	6	0	0	3	258	87	152	4
% Represented	30.2%	34.9%	7.8%	18.6%	1.9%	3.1%	0.0%	2.3%	0.0%	0.0%	1.2%	100.0%	33.7%	58.9%	1.6%
Promotions	71	74	23	62	0	3	1	3	0	3	0	240	95	145	5
% Represented	29.6%	30.8%	9.6%	25.8%	0.0%	1.3%	0.4%	1.3%	0.0%	1.3%	0.0%	100.0%	39.6%	60.4%	2.1%
PROFESSIONALS															
Employees	6705	6981	1718	2867	96	98	305	228	84	76	154	19312	5472	10250	426
% Represented	34.7%	36.1%	8.9%	14.8%	0.5%	0.5%	1.6%	1.2%	0.4%	0.4%	0.8%	100.0%	28.3%	53.1%	2.2%
New Hires	354	512	127	223	7	18	29	24	1	4	74	1373	433	781	17
% Represented	25.8%	37.3%	9.2%	16.2%	0.5%	1.3%	2.1%	1.7%	0.1%	0.3%	5.4%	100.0%	31.5%	56.9%	1.2%
Promotions	344	308	103	194	7	5	11	12	6	3	0	993	341	522	14
% Represented	34.6%	31.0%	10.4%	19.5%	0.7%	0.5%	1.1%	1.2%	0.6%	0.3%	0.0%	100.0%	34.3%	52.6%	1.4%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1804	1033	258	366	23	10	37	32	43	16	18	3640	785	1457	83
% Represented	49.6%	28.4%	7.1%	10.1%	0.6%	0.3%	1.0%	0.9%	1.2%	0.4%	0.5%	100.0%	21.6%	40.0%	2.3%
New Hires	77	93	9	41	2	0	1	1	0	1	5	230	55	136	3
% Represented	33.5%	40.4%	3.9%	17.8%	0.9%	0.0%	0.4%	0.4%	0.0%	0.4%	2.2%	100.0%	23.9%	59.1%	1.3%
Promotions	155	35	12	12	2	0	2	1	5	0	0	224	34	48	5
% Represented	69.2%	15.6%	5.4%	5.4%	0.9%	0.0%	0.9%	0.4%	2.2%	0.0%	0.0%	100.0%	15.2%	21.4%	2.2%
ADMINISTRATIVE SUPPORT															
Employees	789	5189	354	2642	19	84	16	65	5	80	31	9274	3265	8060	226
% Represented	8.5%	56.0%	3.8%	28.5%	0.2%	0.9%	0.2%	0.7%	0.1%	0.9%	0.3%	100.0%	35.2%	86.9%	2.4%
New Hires	49	267	25	134	3	13	0	8	0	6	14	519	189	428	12
% Represented	9.4%	51.4%	4.8%	25.8%	0.6%	2.5%	0.0%	1.5%	0.0%	1.2%	2.7%	100.0%	36.4%	82.5%	2.3%
Promotions	41	213	21	175	1	6	2	3	0	8	0	470	216	405	2
% Represented	8.7%	45.3%	4.5%	37.2%	0.2%	1.3%	0.4%	0.6%	0.0%	1.7%	0.0%	100.0%	46.0%	86.2%	0.4%
PROTECTIVE SERVICES															
Employees	7914	1666	3079	2620	119	51	46	10	257	107	45	15914	6289	4454	299
% Represented	49.7%	10.5%	19.3%	16.5%	0.7%	0.3%	0.3%	0.1%	1.6%	0.7%	0.3%	100.0%	39.5%	28.0%	1.9%
New Hires	718	193	247	304	16	8	7	1	33	15	2	1544	631	521	27
% Represented	46.5%	12.5%	16.0%	19.7%	1.0%	0.5%	0.5%	0.1%	2.1%	1.0%	0.1%	100.0%	40.9%	33.7%	1.7%
Promotions	149	31	64	44	1	0	2	0	9	3	0	303	123	78	3
% Represented	49.2%	10.2%	21.1%	14.5%	0.3%	0.0%	0.7%	0.0%	3.0%	1.0%	0.0%	100.0%	40.6%	25.7%	1.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Agency Totals
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	925	1751	1307	3083	19	19	18	24	11	26	19	7202	4507	4903	216
% Represented	12.8%	24.3%	18.1%	42.8%	0.3%	0.3%	0.2%	0.3%	0.2%	0.4%	0.3%	100.0%	62.6%	68.1%	3.0%
New Hires	89	182	115	248	3	5	2	2	1	1	7	655	377	438	7
% Represented	13.6%	27.8%	17.6%	37.9%	0.5%	0.8%	0.3%	0.3%	0.2%	0.2%	1.1%	100.0%	57.6%	66.9%	1.1%
Promotions	32	55	52	93	0	0	0	1	1	0	0	234	147	149	4
% Represented	13.7%	23.5%	22.2%	39.7%	0.0%	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	100.0%	62.8%	63.7%	1.7%
SKILLED CRAFT															
Employees	7005	310	1390	82	61	9	28	5	233	17	28	9168	1825	423	169
% Represented	76.4%	3.4%	15.2%	0.9%	0.7%	0.1%	0.3%	0.1%	2.5%	0.2%	0.3%	100.0%	19.9%	4.6%	1.8%
New Hires	239	14	31	3	4	2	0	0	4	0	8	305	44	19	4
% Represented	78.4%	4.6%	10.2%	1.0%	1.3%	0.7%	0.0%	0.0%	1.3%	0.0%	2.6%	100.0%	14.4%	6.2%	1.3%
Promotions	197	12	24	3	2	1	1	0	6	0	2	248	37	16	2
% Represented	79.4%	4.8%	9.7%	1.2%	0.8%	0.4%	0.4%	0.0%	2.4%	0.0%	0.8%	100.0%	14.9%	6.5%	0.8%
Overall Results															
Employees	27400	19455	8603	12775	370	322	477	417	654	350	307	71130	23968	33319	1608
% Represented	38.5%	27.4%	12.1%	18.0%	0.5%	0.5%	0.7%	0.6%	0.9%	0.5%	0.4%	100.0%	33.7%	46.8%	2.3%
New Hires	1615	1365	577	1005	40	54	39	43	39	27	113	4917	1824	2494	74
% Represented	32.8%	27.8%	11.7%	20.4%	0.8%	1.1%	0.8%	0.9%	0.8%	0.5%	2.3%	100.0%	37.1%	50.7%	1.5%
Promotions	1031	755	306	591	14	15	20	20	28	18	2	2800	1012	1399	36
% Represented	36.8%	27.0%	10.9%	21.1%	0.5%	0.5%	0.7%	0.7%	1.0%	0.6%	0.1%	100.0%	36.1%	50.0%	1.3%

WM+ White Male
WF+ White Female
BM Black Male
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ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Administration
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	5	1	0	0	0	0	0	0	0	0	0	6	0	1	0
% Represented	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	60	25	14	18	0	1	2	1	2	1	0	124	39	46	5
% Represented	48.4%	20.2%	11.3%	14.5%	0.0%	0.8%	1.6%	0.8%	1.6%	0.8%	0.0%	100.0%	31.5%	37.1%	4.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	58	17	3	12	1	0	1	1	2	1	0	96	21	31	2
% Represented	60.4%	17.7%	3.1%	12.5%	1.0%	0.0%	1.0%	1.0%	2.1%	1.0%	0.0%	100.0%	21.9%	32.3%	2.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	3	0	0	1	0	0	0	0	0	0	5	1	3	0
% Represented	20.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	33	97	38	74	2	2	0	2	1	8	0	257	127	183	6
% Represented	12.8%	37.7%	14.8%	28.8%	0.8%	0.8%	0.0%	0.8%	0.4%	3.1%	0.0%	100.0%	49.4%	71.2%	2.3%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	32	6	18	8	0	0	2	0	1	0	0	67	29	14	3
% Represented	47.8%	9.0%	26.9%	11.9%	0.0%	0.0%	3.0%	0.0%	1.5%	0.0%	0.0%	100.0%	43.3%	20.9%	4.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Administration
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	11	1	20	11	1	1	0	0	0	7	0	52	40	20	1
% Represented	21.2%	1.9%	38.5%	21.2%	1.9%	1.9%	0.0%	0.0%	0.0%	13.5%	0.0%	100.0%	76.9%	38.5%	1.9%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	93	1	33	2	1	0	0	0	1	0	0	131	37	3	5
% Represented	71.0%	0.8%	25.2%	1.5%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	28.2%	2.3%	3.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	293	151	126	125	6	4	5	4	7	17	1	739	294	301	2
% Represented	39.6%	20.4%	17.1%	16.9%	0.8%	0.5%	0.7%	0.5%	0.9%	2.3%	0.1%	100.0%	39.8%	40.7%	3.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Administrative Hearings
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	1	0	0	0	0	0	0	1	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	4	2	2	0	0	0	0	0	0	0	8	4	6	0
% Represented	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	8	6	1	1	0	0	0	0	0	0	0	16	2	7	1
% Represented	50.0%	37.5%	6.3%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	43.8%	6.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	.0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	9	1	3	0	0	0	0	0	0	1	14	4	12	1
% Represented	0.0%	64.3%	7.1%	21.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.1%	100.0%	28.6%	85.7%	7.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Administrative Hearings
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	8	20	4	6	0	0	0	0	1	0	1	40	11	26	2
% Represented	20.0%	50.0%	10.0%	15.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	2.5%	100.0%	27.5%	65.0%	5.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
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ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Agriculture and Consumer Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	34	12	0	0	0	0	0	0	0	0	0	46	0	12	0
% Represented	73.9%	26.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	26.1%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	37	20	3	3	0	0	0	1	0	0	0	64	7	24	1
% Represented	57.8%	31.3%	4.7%	4.7%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	100.0%	10.9%	37.5%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	155	76	6	4	2	2	12	4	0	0	3	264	30	86	8
% Represented	58.7%	28.8%	2.3%	1.5%	0.8%	0.8%	4.5%	1.5%	0.0%	0.0%	1.1%	100.0%	11.4%	32.6%	3.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	31	48	5	11	1	0	4	9	1	0	0	110	31	68	3
% Represented	28.2%	43.6%	4.5%	10.0%	0.9%	0.0%	3.6%	8.2%	0.9%	0.0%	0.0%	100.0%	28.2%	61.8%	2.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	39	142	11	30	0	1	0	3	0	3	0	229	48	179	2
% Represented	17.0%	62.0%	4.8%	13.1%	0.0%	0.4%	0.0%	1.3%	0.0%	1.3%	0.0%	100.0%	21.0%	78.2%	0.9%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	2	1	2	0	0	0	0	0	0	0	0	5	2	1	2
% Represented	40.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	20.0%	40.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Agriculture and Consumer Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	25	23	5	7	1	2	1	0	1	0	1	66	17	32	3
% Represented	37.9%	34.8%	7.6%	10.6%	1.5%	3.0%	1.5%	0.0%	1.5%	0.0%	1.5%	100.0%	25.8%	48.5%	4.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	395	47	40	10	12	3	12	2	6	0	0	527	85	62	7
% Represented	75.0%	8.9%	7.6%	1.9%	2.3%	0.6%	2.3%	0.4%	1.1%	0.0%	0.0%	100.0%	16.1%	11.8%	1.3%
New Hires	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	718	369	72	65	16	8	29	19	8	3	4	1311	220	464	26
% Represented	54.8%	28.1%	5.5%	5.0%	1.2%	0.6%	2.2%	1.4%	0.6%	0.2%	0.3%	100.0%	16.8%	35.4%	2.0%
New Hires	4	0	0	1	0	0	0	0	0	0	0	5	1	1	0
% Represented	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Banking Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	10	4	1	3	0	0	0	0	0	0	0	18	4	7	0
% Represented	55.6%	22.2%	5.6%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	38.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	21	23	4	7	0	0	0	0	0	1	0	56	12	31	1
% Represented	37.5%	41.1%	7.1%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%	0.0%	100.0%	21.4%	55.4%	1.8%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	7	3	0	0	0	1	0	1	0	0	0	12	2	5	1
% Represented	58.3%	25.0%	0.0%	0.0%	0.0%	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	100.0%	16.7%	41.7%	8.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	1	8	0	2	0	0	1	1	0	0	1	14	4	11	0
% Represented	7.1%	57.1%	0.0%	14.3%	0.0%	0.0%	7.1%	7.1%	0.0%	0.0%	7.1%	100.0%	28.6%	78.6%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Banking Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	39	38	5	12	0	1	1	2	0	1	1	100	22	54	3
% Represented	39.0%	38.0%	5.0%	12.0%	0.0%	1.0%	1.0%	2.0%	0.0%	1.0%	1.0%	100.0%	22.0%	54.0%	3.0%
New Hires	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Board of Cosmetic Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	9	0	3	0	0	0	0	0	1	0	13	4	13	0
% Represented	0.0%	69.2%	0.0%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	100.0%	30.8%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
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AIM American Indian Male
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Staffing Report
Board of Cosmetic Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	12	0	1	0	0	0	0	0	0	0	14	1	13	0
% Represented	7.1%	85.7%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.1%	92.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	1	22	0	4	0	0	0	0	0	1	0	28	5	27	0
% Represented	3.6%	78.6%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	0.0%	100.0%	17.9%	96.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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AIM American Indian Male
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Staffing Report
Board of Elections
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	5	7	0	2	0	0	0	0	0	0	0	14	2	9	0
% Represented	35.7%	50.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	64.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	16	12	2	1	0	0	1	1	0	0	0	33	5	14	1
% Represented	48.5%	36.4%	6.1%	3.0%	0.0%	0.0%	3.0%	3.0%	0.0%	0.0%	0.0%	100.0%	15.2%	42.4%	3.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	2	3	0	3	2	1	0	0	0	0	0	11	6	7	0
% Represented	18.2%	27.3%	0.0%	27.3%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	54.5%	63.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Board of Elections
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	25	23	2	6	2	1	1	1	0	0	0	61	13	31	1
% Represented	41.0%	37.7%	3.3%	9.8%	3.3%	1.6%	1.6%	1.6%	0.0%	0.0%	0.0%	100.0%	21.3%	50.8%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

WM+ White Male
WF+ White Female
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HM Hispanic Male
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AIM American Indian Male
AIF American Indian Female

Staffing Report
Commerce
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	46	26	8	10	0	0	0	1	0	0	0	91	19	37	1
% Represented	50.5%	28.6%	8.8%	11.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	100.0%	20.9%	40.7%	1.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	47	60	15	26	2	0	1	1	0	2	0	154	47	89	4
% Represented	30.5%	39.0%	9.7%	16.9%	1.3%	0.0%	0.6%	0.6%	0.0%	1.3%	0.0%	100.0%	30.5%	57.8%	2.6%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	115	103	11	17	1	1	3	5	1	2	0	259	41	128	7
% Represented	44.4%	39.8%	4.2%	6.6%	0.4%	0.4%	1.2%	1.9%	0.4%	0.8%	0.0%	100.0%	15.8%	49.4%	2.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	13	128	4	65	1	7	3	5	0	1	1	228	86	206	9
% Represented	5.7%	56.1%	1.8%	28.5%	0.4%	3.1%	1.3%	2.2%	0.0%	0.4%	0.4%	100.0%	37.7%	90.4%	3.9%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Commerce

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	15	3	2	1	0	0	0	0	0	0	0	21	3	4	0
% Represented	71.4%	14.3%	9.5%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	19.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	3	9	0	0	0	0	0	0	0	0	0	12	0	9	0
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	239	330	40	119	4	8	7	12	1	5	1	766	196	474	[illegible]
% Represented	31.2%	43.1%	5.2%	15.5%	0.5%	1.0%	0.9%	1.6%	0.1%	0.7%	0.1%	100.0%	25.6%	61.9%	2.7%
New Hires	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Community Colleges
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	5	13	1	4	0	0	0	0	0	1	0	24	6	18	0
% Represented	20.8%	54.2%	4.2%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%	100.0%	25.0%	75.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	3	16	1	5	0	0	0	0	0	0	0	25	6	21	1
% Represented	12.0%	64.0%	4.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.0%	84.0%	4.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	36	38	5	15	0	1	3	6	0	0	0	104	30	60	4
% Represented	34.6%	36.5%	4.8%	14.4%	0.0%	1.0%	2.9%	5.8%	0.0%	0.0%	0.0%	100.0%	28.8%	57.7%	3.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	2	0	2	0	0	0	0	0	0	0	4	2	4	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	3	20	2	17	0	1	0	1	0	0	0	44	21	39	2
% Represented	6.8%	45.5%	4.5%	38.6%	0.0%	2.3%	0.0%	2.3%	0.0%	0.0%	0.0%	100.0%	47.7%	88.6%	4.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Community Colleges
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	47	89	9	43	0	2	3	7	0	1	0	201	65	142	7
% Represented	23.4%	44.3%	4.5%	21.4%	0.0%	1.0%	1.5%	3.5%	0.0%	0.5%	0.0%	100.0%	32.3%	70.6%	3.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Correction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	79	37	30	19	1	0	2	1	2	1	0	172	56	58	6
% Represented	45.9%	21.5%	17.4%	11.0%	0.6%	0.0%	1.2%	0.6%	1.2%	0.6%	0.0%	100.0%	32.6%	33.7%	3.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	72	81	15	24	0	0	1	1	4	1	0	199	46	107	0
% Represented	36.2%	40.7%	7.5%	12.1%	0.0%	0.0%	0.5%	0.5%	2.0%	0.5%	0.0%	100.0%	23.1%	53.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	1235	983	476	605	14	11	17	22	37	20	1	3421	1202	1641	49
% Represented	36.1%	28.7%	13.9%	17.7%	0.4%	0.3%	0.5%	0.6%	1.1%	0.6%	0.0%	100.0%	35.1%	48.0%	1.4%
New Hires	4	3	4	3	0	1	0	0	0	0	0	15	8	7	0
% Represented	26.7%	20.0%	26.7%	20.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	53.3%	46.7%	0.0%
Promotions	9	4	4	4	0	0	0	0	0	0	0	21	8	8	0
% Represented	42.9%	19.0%	19.0%	19.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38.1%	38.1%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	49	305	12	118	2	4	3	7	0	9	0	509	155	443	11
% Represented	9.6%	59.9%	2.4%	23.2%	0.4%	0.8%	0.6%	1.4%	0.0%	1.8%	0.0%	100.0%	30.5%	87.0%	2.2%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	73	980	31	438	3	5	1	11	1	25	3	1571	515	1459	26
% Represented	4.6%	62.4%	2.0%	27.9%	0.2%	0.3%	0.1%	0.7%	0.1%	1.6%	0.2%	100.0%	32.8%	92.9%	1.7%
New Hires	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	2	0	1	0	0	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	5349	1447	2745	2567	99	46	27	6	206	106	24	12622	5802	4172	280
% Represented	42.4%	11.5%	21.7%	20.3%	0.8%	0.4%	0.2%	0.0%	1.6%	0.8%	0.2%	100.0%	46.0%	33.1%	2.2%
New Hires	6	4	5	4	1	0	0	0	0	0	0	20	10	8	0
% Represented	30.0%	20.0%	25.0%	20.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	40.0%	0.0%
Promotions	4	0	0	1	0	0	0	0	1	0	0	6	2	1	0
% Represented	66.7%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	100.0%	33.3%	16.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Correction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	178	141	128	198	1	0	2	1	6	8	0	663	344	348	17
% Represented	26.8%	21.3%	19.3%	29.9%	0.2%	0.0%	0.3%	0.2%	0.9%	1.2%	0.0%	100.0%	51.9%	52.5%	2.6%
New Hires	0	2	1	0	0	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Promotions	0	1	1	0	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
SKILLED CRAFT															
Employees	650	27	82	14	2	0	3	1	15	0	0	794	117	42	13
% Represented	81.9%	3.4%	10.3%	1.8%	0.3%	0.0%	0.4%	0.1%	1.9%	0.0%	0.0%	100.0%	14.7%	5.3%	1.6%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	7685	4001	3519	3983	122	66	56	50	271	170	28	19951	8237	8270	402
% Represented	38.5%	20.1%	17.6%	20.0%	0.6%	0.3%	0.3%	0.3%	1.4%	0.9%	0.1%	100.0%	41.3%	41.5%	2.0%
New Hires	12	11	10	8	1	1	0	0	0	0	0	43	20	20	0
% Represented	27.9%	25.6%	23.3%	18.6%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	46.5%	46.5%	0.0%
Promotions	14	8	5	6	0	0	0	0	1	0	0	34	12	14	0
% Represented	41.2%	23.5%	14.7%	17.6%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	100.0%	35.3%	41.2%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety with CCPS-Highway Patrol seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
CCPS-HIGHWAY PATROL															
OFFICIALS AND ADMINISTRATORS															
Employees	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	35	15	3	3	0	0	0	2	0	0	0	58	8	20	1
% Represented	60.3%	25.9%	5.2%	5.2%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	100.0%	13.8%	34.5%	1.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	102	172	9	27	1	1	0	0	0	3	0	315	41	203	8
% Represented	32.4%	54.6%	2.9%	8.6%	0.3%	0.3%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	13.0%	64.4%	2.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	1452	39	199	5	12	1	8	0	40	1	18	1775	266	46	11
% Represented	81.8%	2.2%	11.2%	0.3%	0.7%	0.1%	0.5%	0.0%	2.3%	0.1%	1.0%	100.0%	15.0%	2.6%	0.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety with CCPS-Highway Patrol seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	5	1	5	1	0	0	0	0	0	0	12	7	10	0
% Represented	0.0%	41.7%	8.3%	41.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	58.3%	83.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	129	0	4	0	0	0	0	0	0	0	1	134	4	0	3
% Represented	96.3%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	100.0%	3.0%	0.0%	2.2%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CCPS-HIGHWAY PATROL TOTALS															
Employees	1721	232	216	40	14	2	8	2	40	4	19	2298	326	280	2
% Represented	74.9%	10.1%	9.4%	1.7%	0.6%	0.1%	0.3%	0.1%	1.7%	0.2%	0.8%	100.0%	14.2%	12.2%	1.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
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Staffing Report

Crime Control and Public Safety with CCPS-Highway Patrol seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
CRIME CONTROL & PUBLIC SAFETY															
OFFICIALS AND ADMINISTRATORS															
Employees	5	1	0	2	0	0	0	0	0	0	0	8	2	3	1
% Represented	62.5%	12.5%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	37.5%	12.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	47	27	5	12	0	0	0	0	0	1	0	92	18	40	1
% Represented	51.1%	29.3%	5.4%	13.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	100.0%	19.6%	43.5%	1.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	59	26	13	24	2	1	2	1	0	0	0	128	43	52	3
% Represented	46.1%	20.3%	10.2%	18.8%	1.6%	0.8%	1.6%	0.8%	0.0%	0.0%	0.0%	100.0%	33.6%	40.6%	2.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	11	64	2	24	0	1	0	0	1	3	0	106	31	92	2
% Represented	10.4%	60.4%	1.9%	22.6%	0.0%	0.9%	0.0%	0.0%	0.9%	2.8%	0.0%	100.0%	29.2%	86.8%	1.9%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	123	12	22	4	0	0	1	0	3	0	0	165	30	16	0
% Represented	74.5%	7.3%	13.3%	2.4%	0.0%	0.0%	0.6%	0.0%	1.8%	0.0%	0.0%	100.0%	18.2%	9.7%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Crime Control and Public Safety with CCPS-Highway Patrol seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	3	1	0	3	0	0	0	0	1	0	0	8	4	4	0
% Represented	37.5%	12.5%	0.0%	37.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	32	0	3	0	1	0	0	0	0	0	0	36	4	0	0
% Represented	88.9%	0.0%	8.3%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	0.0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CRIME COMTROL & PUBLIC SAFETY TOTALS															
Employees	282	131	45	69	3	2	3	1	5	4	0	545	132	207	7
% Represented	51.7%	24.0%	8.3%	12.7%	0.6%	0.4%	0.6%	0.2%	0.9%	0.7%	0.0%	100.0%	24.2%	38.0%	1.3%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Employees	2003	363	261	109	17	4	11	3	45	8	19	2843	458	487	30
% Represented	70.5%	12.8%	9.2%	3.8%	0.6%	0.1%	0.4%	0.1%	1.6%	0.3%	0.7%	100.0%	16.1%	17.1%	1.1%
New Hires	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Cultural Resources
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	11	9	0	0	0	0	0	0	0	0	0	20	0	9	0
% Represented	55.0%	45.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	45.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	7	15	0	2	0	0	0	0	0	0	1	25	2	17	1
% Represented	28.0%	60.0%	0.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.0%	100.0%	8.0%	68.0%	4.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	121	150	7	11	0	3	0	1	1	0	0	294	23	165	10
% Represented	41.2%	51.0%	2.4%	3.7%	0.0%	1.0%	0.0%	0.3%	0.3%	0.0%	0.0%	100.0%	7.8%	56.1%	3.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	33	110	8	26	0	2	0	2	0	0	0	181	38	140	13
% Represented	18.2%	60.8%	4.4%	14.4%	0.0%	1.1%	0.0%	1.1%	0.0%	0.0%	0.0%	100.0%	21.0%	77.3%	7.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	20	4	12	6	1	0	3	1	0	0	0	47	23	11	3
% Represented	42.6%	8.5%	25.5%	12.8%	2.1%	0.0%	6.4%	2.1%	0.0%	0.0%	0.0%	100.0%	48.9%	23.4%	6.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Cultural Resources
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	56	49	7	10	0	0	0	0	0	0	0	122	17	59	3
% Represented	45.9%	40.2%	5.7%	8.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.9%	48.4%	2.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	55	2	4	1	0	0	0	0	0	0	0	62	5	3	2
% Represented	88.7%	3.2%	6.5%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.1%	4.8%	3.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	305	340	38	56	1	5	3	4	1	0	1	754	108	405	[illegible]
% Represented	40.5%	45.1%	5.0%	7.4%	0.1%	0.7%	0.4%	0.5%	0.1%	0.0%	0.1%	100.0%	14.3%	53.7%	4.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Employment Security Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	5	4	3	0	0	0	0	0	0	0	0	12	3	4	1
% Represented	41.7%	33.3%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	33.3%	8.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	288	287	106	205	4	9	2	6	3	7	0	917	342	514	97
% Represented	31.4%	31.3%	11.6%	22.4%	0.4%	1.0%	0.2%	0.7%	0.3%	0.8%	0.0%	100.0%	37.3%	56.1%	10.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	1	0	2	0	0	0	0	0	0	0	4	2	3	0
% Represented	25.0%	25.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
PROFESSIONALS															
Employees	81	53	15	43	2	0	4	6	2	1	1	208	73	103	8
% Represented	38.9%	25.5%	7.2%	20.7%	1.0%	0.0%	1.9%	2.9%	1.0%	0.5%	0.5%	100.0%	35.1%	49.5%	3.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	3	2	0	0	0	0	0	0	0	0	0	5	0	2	0
% Represented	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	40.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	17	85	22	143	1	2	1	2	0	0	0	273	171	232	17
% Represented	6.2%	31.1%	8.1%	52.4%	0.4%	0.7%	0.4%	0.7%	0.0%	0.0%	0.0%	100.0%	62.6%	85.0%	6.2%
New Hires	0	3	0	1	0	1	0	0	0	0	0	5	2	5	1
% Represented	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	100.0%	20.0%
Promotions	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Employment Security Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	1	0	4	0	1	0	0	0	0	0	0	6	5	0	0
% Represented	16.7%	0.0%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	83.3%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	395	432	150	391	8	11	7	14	5	8	1	1422	594	856	123
% Represented	27.8%	30.4%	10.5%	27.5%	0.6%	0.8%	0.5%	1.0%	0.4%	0.6%	0.1%	100.0%	41.8%	60.2%	8.6%
New Hires	0	3	0	1	0	1	0	0	0	0	0	5	2	5	1
% Represented	0.0%	60.0%	0.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	100.0%	20.0%
Promotions	1	1	1	2	0	0	0	0	0	0	0	5	3	3	0
% Represented	20.0%	20.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	60.0%	0.0%

WM+ White Male
WF+ White Female
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Staffing Report

Environment and Natural Resources

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	60	20	4	1	0	0	0	0	0	0	0	85	5	21	1
% Represented	70.6%	23.5%	4.7%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.9%	24.7%	1.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	27	87	4	29	0	2	1	0	0	1	0	151	37	119	1
% Represented	17.9%	57.6%	2.6%	19.2%	0.0%	1.3%	0.7%	0.0%	0.0%	0.7%	0.0%	100.0%	24.5%	78.8%	0.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROFESSIONALS															
Employees	1048	522	50	30	7	6	41	23	10	4	6	1747	171	585	23
% Represented	60.0%	29.9%	2.9%	1.7%	0.4%	0.3%	2.3%	1.3%	0.6%	0.2%	0.3%	100.0%	9.8%	33.5%	1.3%
New Hires	4	1	0	0	0	0	0	0	0	0	0	5	0	1	0
% Represented	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	20.0%	0.0%
Promotions	7	3	0	0	0	0	0	1	0	0	0	11	1	4	0
% Represented	63.6%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	100.0%	9.1%	36.4%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	136	60	3	3	3	1	1	2	3	1	0	213	17	67	3
% Represented	63.8%	28.2%	1.4%	1.4%	1.4%	0.5%	0.5%	0.9%	1.4%	0.5%	0.0%	100.0%	8.0%	31.5%	1.4%
New Hires	0	1	0	0	1	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	30	330	4	89	1	4	0	3	0	5	1	467	106	431	9
% Represented	6.4%	70.7%	0.9%	19.1%	0.2%	0.9%	0.0%	0.6%	0.0%	1.1%	0.2%	100.0%	22.7%	92.3%	1.9%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	306	55	16	1	1	1	0	0	1	0	2	383	20	57	8
% Represented	79.9%	14.4%	4.2%	0.3%	0.3%	0.3%	0.0%	0.0%	0.3%	0.0%	0.5%	100.0%	5.2%	14.9%	2.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	6	0	0	0	0	0	0	0	0	0	0	6	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

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Staffing Report

Environment and Natural Resources

As of December 31, 2008

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SERVICE															
Employees	56	74	2	0	0	0	0	0	0	1	1	134	3	75	3
% Represented	41.8%	55.2%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.7%	100.0%	2.2%	56.0%	2.2%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	500	41	21	3	1	1	0	0	3	1	7	578	30	46	11
% Represented	86.5%	7.1%	3.6%	0.5%	0.2%	0.2%	0.0%	0.0%	0.5%	0.2%	1.2%	100.0%	5.2%	8.0%	1.9%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	2	1	1	0	0	0	0	0	0	0	0	4	1	1	0
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	2165	1190	105	156	13	15	43	28	17	13	17	3762	390	1402	[illegible]
% Represented	57.5%	31.6%	2.8%	4.1%	0.3%	0.4%	1.1%	0.7%	0.5%	0.3%	0.5%	100.0%	10.4%	37.3%	1.6%
New Hires	5	3	0	0	1	0	0	0	0	0	0	9	1	3	0
% Represented	55.6%	33.3%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
Promotions	14	5	0	0	0	0	0	1	0	0	0	20	1	6	0
% Represented	70.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	100.0%	5.0%	30.0%	0.0%

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Staffing Report
Health and Human Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	115	131	14	25	0	2	3	2	1	1	1	295	48	161	14
% Represented	39.0%	44.4%	4.7%	8.5%	0.0%	0.7%	1.0%	0.7%	0.3%	0.3%	0.3%	100.0%	16.3%	54.6%	4.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	1	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
MANAGEMENT RELATED															
Employees	186	516	43	180	4	8	3	10	0	5	4	959	253	719	19
% Represented	19.4%	53.8%	4.5%	18.8%	0.4%	0.8%	0.3%	1.0%	0.0%	0.5%	0.4%	100.0%	26.4%	75.0%	2.0%
New Hires	0	4	0	0	0	1	0	1	0	0	0	6	2	6	1
% Represented	0.0%	66.7%	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	16.7%
Promotions	1	1	0	0	0	1	0	0	0	0	0	3	1	2	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
PROFESSIONALS															
Employees	1137	3647	419	1506	33	52	62	85	8	37	107	7093	2202	5327	248
% Represented	16.0%	51.4%	5.9%	21.2%	0.5%	0.7%	0.9%	1.2%	0.1%	0.5%	1.5%	100.0%	31.0%	75.1%	3.5%
New Hires	2	13	0	8	0	0	0	0	0	0	2	25	8	21	2
% Represented	8.0%	52.0%	0.0%	32.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.0%	100.0%	32.0%	84.0%	8.0%
Promotions	1	5	1	1	0	0	0	0	0	0	0	8	2	6	0
% Represented	12.5%	62.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	55	407	99	211	2	2	5	9	0	2	9	801	330	631	26
% Represented	6.9%	50.8%	12.4%	26.3%	0.2%	0.2%	0.6%	1.1%	0.0%	0.2%	1.1%	100.0%	41.2%	78.8%	3.2%
New Hires	0	3	0	3	0	0	0	0	0	0	0	6	3	6	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Promotions	0	0	0	1	0	0	0	1	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	158	1270	98	716	2	20	2	12	0	8	16	2302	858	2026	61
% Represented	6.9%	55.2%	4.3%	31.1%	0.1%	0.9%	0.1%	0.5%	0.0%	0.3%	0.7%	100.0%	37.3%	88.0%	2.6%
New Hires	0	4	0	1	0	0	0	0	0	0	0	5	1	5	
% Represented	0.0%	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	100.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	26	4	7	1	0	0	0	0	0	0	0	38	8	5	0
% Represented	68.4%	10.5%	18.4%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.1%	13.2%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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As of December 31, 2008

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SERVICE															
Employees	583	1426	1125	2817	14	16	15	23	3	8	17	6047	4021	4290	187
% Represented	9.6%	23.6%	18.6%	46.6%	0.2%	0.3%	0.2%	0.4%	0.0%	0.1%	0.3%	100.0%	66.5%	70.9%	3.1%
New Hires	3	6	2	20	0	0	0	0	0	0	0	31	22	26	0
% Represented	9.7%	19.4%	6.5%	64.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	71.0%	83.9%	0.0%
Promotions	0	1	1	3	0	0	0	0	0	0	0	5	4	4	1
% Represented	0.0%	20.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	80.0%	20.0%
SKILLED CRAFT															
Employees	423	18	101	18	6	0	4	2	2	0	2	576	133	38	18
% Represented	73.4%	3.1%	17.5%	3.1%	1.0%	0.0%	0.7%	0.3%	0.3%	0.0%	0.3%	100.0%	23.1%	6.6%	3.1%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	3	0	1	0	0	0	0	0	0	0	4	1	4	0
% Represented	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	2683	7422	1906	5475	61	100	94	143	14	61	156	18115	7854	13201	[illegible]
% Represented	14.8%	41.0%	10.5%	30.2%	0.3%	0.6%	0.5%	0.8%	0.1%	0.3%	0.9%	100.0%	43.4%	72.9%	3.2%
New Hires	6	30	2	32	0	1	0	1	0	0	2	74	36	64	3
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	4	8	2	6	0	1	1	1	0	0	0	23	11	16	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
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AIM American Indian Male
AIF American Indian Female

Staffing Report
ITS
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	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	19	9	0	1	0	0	1	0	0	0	0	30	2	10	0
% Represented	63.3%	30.0%	0.0%	3.3%	0.0%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	5	16	3	5	1	0	1	1	0	0	0	32	11	22	0
% Represented	15.6%	50.0%	9.4%	15.6%	3.1%	0.0%	3.1%	3.1%	0.0%	0.0%	0.0%	100.0%	34.4%	68.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	242	113	45	24	5	0	16	5	2	0	0	452	97	142	6
% Represented	53.5%	25.0%	10.0%	5.3%	1.1%	0.0%	3.5%	1.1%	0.4%	0.0%	0.0%	100.0%	21.5%	31.4%	1.3%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	3	22	2	9	0	1	1	0	0	0	1	39	13	32	1
% Represented	7.7%	56.4%	5.1%	23.1%	0.0%	2.6%	2.6%	0.0%	0.0%	0.0%	2.6%	100.0%	33.3%	82.1%	2.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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Staffing Report

ITS

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	6	0	2	0	1	0	0	0	0	0	0	9	3	0	0
% Represented	66.7%	0.0%	22.2%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	275	160	52	39	7	1	19	6	2	0	1	562	126	206	[illegible]
% Represented	48.9%	28.5%	9.3%	6.9%	1.2%	0.2%	3.4%	1.1%	0.4%	0.0%	0.2%	100.0%	22.4%	36.7%	1.2%
New Hires	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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Staffing Report

Insurance

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	12	8	2	2	1	1	0	0	0	0	0	26	6	11	0
% Represented	46.2%	30.8%	7.7%	7.7%	3.8%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.1%	42.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	53	64	13	28	0	2	0	7	0	0	0	167	50	101	2
% Represented	31.7%	38.3%	7.8%	16.8%	0.0%	1.2%	0.0%	4.2%	0.0%	0.0%	0.0%	100.0%	29.9%	60.5%	1.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	70	25	3	0	2	0	2	2	0	0	0	104	9	27	2
% Represented	67.3%	24.0%	2.9%	0.0%	1.9%	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	100.0%	8.7%	26.0%	1.9%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
oyees	11	2	0	0	0	0	0	0	0	0	0	13	0	2	1
% Represented	84.6%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	15.4%	7.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	11	55	2	31	0	2	0	0	0	1	0	102	36	89	2
% Represented	10.8%	53.9%	2.0%	30.4%	0.0%	2.0%	0.0%	0.0%	0.0%	1.0%	0.0%	100.0%	35.3%	87.3%	2.0%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	4	0	0	0	0	0	0	0	0	0	0	4	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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Staffing Report
Insurance
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	162	154	20	61	3	5	2	9	0	1	0	417	101	230	[illegible]
% Represented	38.8%	36.9%	4.8%	14.6%	0.7%	1.2%	0.5%	2.2%	0.0%	0.2%	0.0%	100.0%	24.2%	55.2%	1.7%
New Hires	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice with SBI seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
JUSTICE															
OFFICIALS AND ADMINISTRATORS															
Employees	28	13	3	3	0	0	1	0	0	0	0	48	7	16	0
% Represented	58.3%	27.1%	6.3%	6.3%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	100.0%	14.6%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	10	28	4	11	0	0	0	1	0	0	0	54	16	40	1
% Represented	18.5%	51.9%	7.4%	20.4%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	100.0%	29.6%	74.1%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	130	144	10	30	0	4	2	4	0	0	0	324	50	182	5
% Represented	40.1%	44.4%	3.1%	9.3%	0.0%	1.2%	0.6%	1.2%	0.0%	0.0%	0.0%	100.0%	15.4%	56.2%	1.5%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	7	84	1	44	0	2	0	0	0	1	1	140	48	131	4
% Represented	5.0%	60.0%	0.7%	31.4%	0.0%	1.4%	0.0%	0.0%	0.0%	0.7%	0.7%	100.0%	34.3%	93.6%	2.9%
New Hires	0	1	0	0	0	1	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Promotions	0	0	0	2	0	0	0	0	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	27	11	3	8	0	0	0	0	0	0	0	49	11	19	1
% Represented	55.1%	22.4%	6.1%	16.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.4%	38.8%	2.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice with SBI seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	1	5	2	2	0	0	0	0	0	1	0	11	5	8	0
% Represented	9.1%	45.5%	18.2%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	100.0%	45.5%	72.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	10	1	0	0	0	0	0	0	0	0	0	11	0	1	1
% Represented	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	9.1%	9.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE TOTALS															
Employees	213	286	23	98	0	6	3	5	0	2	1	637	137	397	12
% Represented	33.4%	44.9%	3.6%	15.4%	0.0%	0.9%	0.5%	0.8%	0.0%	0.3%	0.2%	100.0%	21.5%	62.3%	1.9%
New Hires	0	2	0	0	0	1	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
Promotions	1	0	0	2	0	0	0	0	0	0	0	3	2	2	0
% Represented	33.3%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	66.7%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice with SBI seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
JUSTICE-SBI															
OFFICIALS AND ADMINISTRATORS															
Employees	5	3	2	1	0	0	0	0	0	0	0	11	3	4	0
% Represented	45.5%	27.3%	18.2%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	36.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	1	4	0	1	0	0	0	0	0	0	0	6	1	5	0
% Represented	16.7%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	83.3%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	61	67	8	16	0	0	4	4	0	0	0	160	32	87	1
% Represented	38.1%	41.9%	5.0%	10.0%	0.0%	0.0%	2.5%	2.5%	0.0%	0.0%	0.0%	100.0%	20.0%	54.4%	0.6%
New Hires	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	26	28	2	3	0	1	0	0	0	1	0	61	7	33	1
% Represented	42.6%	45.9%	3.3%	4.9%	0.0%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	100.0%	11.5%	54.1%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	5	88	4	20	0	0	0	1	0	1	0	119	26	110	2
% Represented	4.2%	73.9%	3.4%	16.8%	0.0%	0.0%	0.0%	0.8%	0.0%	0.8%	0.0%	100.0%	21.8%	92.4%	1.7%
New Hires	0	1	1	0	0	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	181	65	22	12	1	2	3	2	3	0	0	291	45	81	1
% Represented	62.2%	22.3%	7.6%	4.1%	0.3%	0.7%	1.0%	0.7%	1.0%	0.0%	0.0%	100.0%	15.5%	27.8%	0.3%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Justice with SBI seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	7	0	0	0	0	0	0	0	0	0	0	7	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
JUSTICE-SBI TOTALS															
Employees	287	255	38	53	1	3	7	7	3	2	0	656	114	320	[illegible]
% Represented	43.8%	38.9%	5.8%	8.1%	0.2%	0.5%	1.1%	1.1%	0.5%	0.3%	0.0%	100.0%	17.4%	48.8%	0.8%
New Hires	0	4	1	0	0	0	0	0	0	0	0	5	1	4	0
% Represented	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%	0.0%
Promotions	1	1	1	0	0	0	0	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%

Overall Results															
Employees	499	541	61	151	1	9	10	12	3	4	1	1293	251	717	17
% Represented	38.6%	41.8%	4.7%	11.7%	0.1%	0.7%	0.8%	0.9%	0.2%	0.3%	0.1%	100.0%	19.4%	55.5%	1.3%
New Hires	0	6	1	0	0	1	0	0	0	0	0	8	2	7	0
% Represented	0.0%	75.0%	12.5%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	87.5%	0.0%
Promotions	2	1	1	2	0	0	0	0	0	0	0	6	3	3	0
% Represented	33.3%	16.7%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Juvenile Justice Delinquency
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	7	5	7	0	0	0	0	0	0	0	25	12	14	1
% Represented	24.0%	28.0%	20.0%	28.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	48.0%	56.0%	4.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	7	9	9	19	1	0	0	0	0	0	0	45	29	28	1
% Represented	15.6%	20.0%	20.0%	42.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	64.4%	62.2%	2.2%
New Hires	0	0	0	1	1	0	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROFESSIONALS															
Employees	273	279	419	339	5	4	5	3	2	8	4	1341	785	633	18
% Represented	20.4%	20.8%	31.2%	25.3%	0.4%	0.3%	0.4%	0.2%	0.1%	0.6%	0.3%	100.0%	58.5%	47.2%	1.3%
New Hires	3	2	6	7	0	0	0	0	0	0	0	18	13	9	0
% Represented	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	2	4	0	0	0	0	0	0	0	7	6	4	0
% Represented	14.3%	0.0%	28.6%	57.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.7%	57.1%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	4	2	0	0	0	0	0	0	0	0	6	2	4	0
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	11	97	4	50	0	2	0	0	0	1	0	165	57	150	0
% Represented	6.7%	58.8%	2.4%	30.3%	0.0%	1.2%	0.0%	0.0%	0.0%	0.6%	0.0%	100.0%	34.5%	90.9%	0.0%
New Hires	0	0	0	0	0	1	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Juvenile Justice Delinquency

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	6	10	7	24	1	0	0	0	0	1	0	49	33	35	3
% Represented	12.2%	20.4%	14.3%	49.0%	2.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	100.0%	67.3%	71.4%	6.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	22	4	10	0	0	0	0	0	0	0	0	36	10	4	1
% Represented	61.1%	11.1%	27.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.8%	11.1%	2.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	325	410	456	439	7	6	5	3	2	10	4	1667	928	868	24
% Represented	19.5%	24.6%	27.4%	26.3%	0.4%	0.4%	0.3%	0.2%	0.1%	0.6%	0.2%	100.0%	55.7%	52.1%	1.4%
New Hires	3	2	6	8	1	1	0	0	0	0	0	21	16	11	0
% Represented	14.3%	9.5%	28.6%	38.1%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	76.2%	52.4%	0.0%
Promotions	2	1	2	5	0	0	0	0	0	0	0	10	7	6	0
% Represented	20.0%	10.0%	20.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	70.0%	60.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Labor

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	13	4	0	2	0	0	0	0	0	0	0	19	2	6	0
% Represented	68.4%	21.1%	0.0%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.5%	31.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
MANAGEMENT RELATED															
Employees	28	16	6	8	1	1	0	0	0	0	1	61	16	25	1
% Represented	45.9%	26.2%	9.8%	13.1%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	1.6%	100.0%	26.2%	41.0%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	98	47	17	8	3	4	1	1	1	1	1	182	36	61	5
% Represented	53.8%	25.8%	9.3%	4.4%	1.6%	2.2%	0.5%	0.5%	0.5%	0.5%	0.5%	100.0%	19.8%	33.5%	2.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	2	4	0	0	0	1	0	0	0	0	0	7	1	5	0
% Represented	28.6%	57.1%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	71.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	6	38	2	19	0	3	1	0	0	0	1	70	25	60	2
% Represented	8.6%	54.3%	2.9%	27.1%	0.0%	4.3%	1.4%	0.0%	0.0%	0.0%	1.4%	100.0%	35.7%	85.7%	2.9%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Labor
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	55	1	6	0	1	0	0	0	0	0	0	63	7	1	1
% Represented	87.3%	1.6%	9.5%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	1.6%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	202	110	31	37	5	9	2	1	1	1	3	402	87	158	9
% Represented	50.2%	27.4%	7.7%	9.2%	1.2%	2.2%	0.5%	0.2%	0.2%	0.2%	0.7%	100.0%	21.6%	39.3%	2.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	2	1	0	1	0	0	0	0	0	0	0	4	1	2	0
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Lottery

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	15	21	6	4	1	1	1	1	0	0	0	50	14	27	1
% Represented	30.0%	42.0%	12.0%	8.0%	2.0%	2.0%	2.0%	2.0%	0.0%	0.0%	0.0%	100.0%	28.0%	54.0%	2.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	17	9	6	7	0	1	1	0	0	0	0	41	15	17	1
% Represented	41.5%	22.0%	14.6%	17.1%	0.0%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	100.0%	36.6%	41.5%	2.4%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	27	48	16	34	1	2	0	0	0	0	1	129	53	84	3
% Represented	20.9%	37.2%	12.4%	26.4%	0.8%	1.6%	0.0%	0.0%	0.0%	0.0%	0.8%	100.0%	41.1%	65.1%	2.3%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Lottery

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	59	78	28	45	2	4	2	1	0	0	1	220	82	128	5
% Represented	26.8%	35.5%	12.7%	20.5%	0.9%	1.8%	0.9%	0.5%	0.0%	0.0%	0.5%	100.0%	37.3%	58.2%	2.3%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Office of State Budget
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	1	1	0	0	0	0	0	0	0	0	5	1	1	0
% Represented	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	17	14	2	11	0	0	0	0	0	0	0	44	13	25	0
% Represented	38.6%	31.8%	4.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	29.5%	56.8%	0.0%
New Hires	0	2	1	0	0	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	3	4	0	1	0	0	1	0	0	0	0	9	2	5	0
% Represented	33.3%	44.4%	0.0%	11.1%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	55.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
oyees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	3	0	3	0	0	0	0	0	0	0	6	3	6	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Office of State Budget
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	23	22	3	15	0	0	1	0	0	0	0	64	19	37	0
% Represented	35.9%	34.4%	4.7%	23.4%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	100.0%	29.7%	57.8%	0.0%
New Hires	0	2	1	0	0	0	0	0	0	0	0	3	1	2	1
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	33.3%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Office of State Personnel
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	6	1	1	0	0	1	0	0	0	0	12	3	7	2
% Represented	25.0%	50.0%	8.3%	8.3%	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	58.3%	16.7%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	13	24	4	17	0	2	0	0	1	0	0	61	24	43	0
% Represented	21.3%	39.3%	6.6%	27.9%	0.0%	3.3%	0.0%	0.0%	1.6%	0.0%	0.0%	100.0%	39.3%	70.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	1	1	0	0	0	0	0	0	0	0	1	3	0	1	0
% Represented	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	0.0%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	0	4	0	5	0	0	0	0	0	0	0	9	5	9	0
% Represented	0.0%	44.4%	0.0%	55.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	55.6%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Office of State Personnel
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	17	35	5	23	0	2	1	0	1	0	1	85	32	60	2
% Represented	20.0%	41.2%	5.9%	27.1%	0.0%	2.4%	1.2%	0.0%	1.2%	0.0%	1.2%	100.0%	37.6%	70.6%	2.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Public Instruction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	36	46	5	15	0	0	1	0	0	3	2	108	24	64	3
% Represented	33.3%	42.6%	4.6%	13.9%	0.0%	0.0%	0.9%	0.0%	0.0%	2.8%	1.9%	100.0%	22.2%	59.3%	2.8%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	10	10	5	20	0	1	0	3	0	1	0	50	30	35	0
% Represented	20.0%	20.0%	10.0%	40.0%	0.0%	2.0%	0.0%	6.0%	0.0%	2.0%	0.0%	100.0%	60.0%	70.0%	0.0%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	105	165	24	71	1	1	9	7	0	2	5	390	115	246	7
% Represented	26.9%	42.3%	6.2%	18.2%	0.3%	0.3%	2.3%	1.8%	0.0%	0.5%	1.3%	100.0%	29.5%	63.1%	1.8%
New Hires	0	2	0	3	0	0	1	0	0	0	0	6	4	5	0
% Represented	0.0%	33.3%	0.0%	50.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	83.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1	4	0	1	0	0	0	0	0	0	0	6	1	5	0
% Represented	16.7%	66.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	83.3%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	10	62	5	45	0	1	0	0	0	1	0	124	52	109	3
% Represented	8.1%	50.0%	4.0%	36.3%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	100.0%	41.9%	87.9%	2.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	5	0	0	0	0	0	0	0	0	0	0	5	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Public Instruction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	1	1	1	0	0	0	0	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	168	288	40	152	1	3	10	10	0	7	7	686	223	460	13
% Represented	24.5%	42.0%	5.8%	22.2%	0.1%	0.4%	1.5%	1.5%	0.0%	1.0%	1.0%	100.0%	32.5%	67.1%	1.9%
New Hires	1	3	0	4	0	0	1	0	0	0	0	9	5	7	0
% Represented	11.1%	33.3%	0.0%	44.4%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	100.0%	55.6%	77.8%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Revenue
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	17	5	1	3	0	0	0	0	0	0	0	26	4	8	0
% Represented	65.4%	19.2%	3.8%	11.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.4%	30.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	262	217	49	98	6	5	1	4	3	2	1	648	168	326	10
% Represented	40.4%	33.5%	7.6%	15.1%	0.9%	0.8%	0.2%	0.6%	0.5%	0.3%	0.2%	100.0%	25.9%	50.3%	1.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
PROFESSIONALS															
Employees	56	30	8	7	1	0	8	5	0	0	0	115	29	42	0
% Represented	48.7%	26.1%	7.0%	6.1%	0.9%	0.0%	7.0%	4.3%	0.0%	0.0%	0.0%	100.0%	25.2%	36.5%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	1	0	1	0	0	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	28	241	22	297	2	9	2	14	0	3	0	618	349	564	10
% Represented	4.5%	39.0%	3.6%	48.1%	0.3%	1.5%	0.3%	2.3%	0.0%	0.5%	0.0%	100.0%	56.5%	91.3%	1.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	26	5	3	2	0	0	0	0	0	0	0	36	5	7	1
% Represented	72.2%	13.9%	8.3%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.9%	19.4%	2.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Revenue

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	392	499	84	408	9	14	11	23	3	5	1	1449	557	949	21
% Represented	27.1%	34.4%	5.8%	28.2%	0.6%	1.0%	0.8%	1.6%	0.2%	0.3%	0.1%	100.0%	38.4%	65.5%	1.4%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Secretary of State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	4	6	2	4	0	0	0	0	0	0	0	16	6	10	1
% Represented	25.0%	37.5%	12.5%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	37.5%	62.5%	6.3%
New Hires	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	16	10	0	2	0	0	0	0	0	0	1	29	2	12	1
% Represented	55.2%	34.5%	0.0%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	100.0%	6.9%	41.4%	3.4%
New Hires	1	0	0	0	0	0	0	0	0	0	1	2	0	0	1
% Represented	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	100.0%	0.0%	0.0%	3.4%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	7	41	14	62	1	1	2	0	0	0	1	129	80	104	7
% Represented	5.4%	31.8%	10.9%	48.1%	0.8%	0.8%	1.6%	0.0%	0.0%	0.0%	0.8%	100.0%	62.0%	80.6%	5.4%
New Hires	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	11	1	1	2	1	1	0	1	0	0	0	18	6	5	0
% Represented	61.1%	5.6%	5.6%	11.1%	5.6%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	100.0%	33.3%	27.8%	0.0%
New Hires	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Secretary of State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	41	58	17	70	2	2	2	1	0	0	2	195	94	131	9
% Represented	21.0%	29.7%	8.7%	35.9%	1.0%	1.0%	1.0%	0.5%	0.0%	0.0%	1.0%	100.0%	48.2%	67.2%	4.6%
New Hires	3	1	1	1	0	0	0	0	0	0	1	7	2	2	1
% Represented	42.9%	14.3%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	100.0%	28.6%	28.6%	14.3%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
State Auditor
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	16	19	3	6	0	0	1	0	0	0	0	45	10	25	0
% Represented	35.6%	42.2%	6.7%	13.3%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	55.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	37	59	6	16	0	1	0	7	0	0	0	126	30	83	0
% Represented	29.4%	46.8%	4.8%	12.7%	0.0%	0.8%	0.0%	5.6%	0.0%	0.0%	0.0%	100.0%	23.8%	65.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	7	0	1	0	0	0	0	1	0	0	0	9	2	1	1
% Represented	77.8%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	100.0%	22.2%	11.1%	11.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	1	5	0	3	0	0	0	0	0	0	0	9	3	8	0
% Represented	11.1%	55.6%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	88.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
State Auditor
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	61	83	10	25	0	1	1	8	0	0	0	189	45	117	1
% Represented	32.3%	43.9%	5.3%	13.2%	0.0%	0.5%	0.5%	4.2%	0.0%	0.0%	0.0%	100.0%	23.8%	61.9%	0.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
State Controller
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	3	1	0	0	0	0	0	0	0	0	10	1	3	0
% Represented	60.0%	30.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	30.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	12	40	1	25	0	1	0	2	0	0	0	81	29	68	0
% Represented	14.8%	49.4%	1.2%	30.9%	0.0%	1.2%	0.0%	2.5%	0.0%	0.0%	0.0%	100.0%	35.8%	84.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	20	19	8	9	1	0	5	6	0	0	0	68	29	34	0
% Represented	29.4%	27.9%	11.8%	13.2%	1.5%	0.0%	7.4%	8.8%	0.0%	0.0%	0.0%	100.0%	42.6%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	4	19	0	13	0	0	0	0	0	0	0	36	13	32	2
% Represented	11.1%	52.8%	0.0%	36.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.1%	88.9%	5.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
State Controller
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	42	81	10	47	1	1	5	8	0	0	0	195	72	137	2
% Represented	21.5%	41.5%	5.1%	24.1%	0.5%	0.5%	2.6%	4.1%	0.0%	0.0%	0.0%	100.0%	36.9%	70.3%	1.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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AIF American Indian Female

Staffing Report
State Treasurer
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	6	5	1	1	0	0	0	0	0	0	0	13	2	6	0
% Represented	46.2%	38.5%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.4%	46.2%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	33	29	7	29	1	0	1	1	0	0	0	101	39	59	3
% Represented	32.7%	28.7%	6.9%	28.7%	1.0%	0.0%	1.0%	1.0%	0.0%	0.0%	0.0%	100.0%	38.6%	58.4%	3.0%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	26	12	4	3	1	0	4	2	0	0	0	52	14	17	2
% Represented	50.0%	23.1%	7.7%	5.8%	1.9%	0.0%	7.7%	3.8%	0.0%	0.0%	0.0%	100.0%	26.9%	32.7%	3.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
oyees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	16	80	8	52	0	2	0	2	0	0	0	160	64	136	9
% Represented	10.0%	50.0%	5.0%	32.5%	0.0%	1.3%	0.0%	1.3%	0.0%	0.0%	0.0%	100.0%	40.0%	85.0%	5.6%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
State Treasurer
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
UNASSIGNED															
Employees	2	2	0	1	0	0	0	0	0	0	0	5	1	3	0
% Represented	40.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	83	128	20	86	2	2	5	5	0	0	0	331	120	221	[illegible]
% Represented	25.1%	38.7%	6.0%	26.0%	0.6%	0.6%	1.5%	1.5%	0.0%	0.0%	0.0%	100.0%	36.3%	66.8%	4.2%
New Hires	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Transportation
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	25	11	4	7	0	0	0	0	0	0	0	47	11	18	1
% Represented	53.2%	23.4%	8.5%	14.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.4%	38.3%	2.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	403	433	87	201	11	14	4	3	4	1	2	1163	325	652	12
% Represented	34.7%	37.2%	7.5%	17.3%	0.9%	1.2%	0.3%	0.3%	0.3%	0.1%	0.2%	100.0%	27.9%	56.1%	1.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
PROFESSIONALS															
Employees	1347	346	154	77	14	8	101	30	17	0	24	2118	401	461	50
% Represented	63.6%	16.3%	7.3%	3.6%	0.7%	0.4%	4.8%	1.4%	0.8%	0.0%	1.1%	100.0%	18.9%	21.8%	2.4%
New Hires	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	1443	160	135	15	14	1	24	5	39	3	9	1848	236	184	42
% Represented	78.1%	8.7%	7.3%	0.8%	0.8%	0.1%	1.3%	0.3%	2.1%	0.2%	0.5%	100.0%	12.8%	10.0%	2.3%
New Hires	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Promotions	4	0	0	1	0	0	0	0	0	0	0	5	1	1	0
% Represented	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	151	862	51	308	2	12	2	6	2	15	5	1416	398	1203	39
% Represented	10.7%	60.9%	3.6%	21.8%	0.1%	0.8%	0.1%	0.4%	0.1%	1.1%	0.4%	100.0%	28.1%	85.0%	2.8%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
PROTECTIVE SERVICES															
Employees	147	13	18	4	2	0	2	0	0	0	1	187	26	17	1
% Represented	78.6%	7.0%	9.6%	2.1%	1.1%	0.0%	1.1%	0.0%	0.0%	0.0%	0.5%	100.0%	13.9%	9.1%	0.5%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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Staffing Report

Transportation

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabl
SERVICE															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	4517	161	1073	33	34	5	9	0	206	16	18	6072	1376	215	128
% Represented	74.4%	2.7%	17.7%	0.5%	0.6%	0.1%	0.1%	0.0%	3.4%	0.3%	0.3%	100.0%	22.7%	3.5%	2.1%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	3	0	1	0	0	0	0	0	0	0	0	4	1	0	0
% Represented	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	0.0%	0.0%
UNASSIGNED															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
oloyees	8034	1986	1522	645	77	40	142	44	268	35	59	12852	2773	2750	27
presented	62.5%	15.5%	11.8%	5.0%	0.6%	0.3%	1.1%	0.3%	2.1%	0.3%	0.5%	100.0%	21.6%	21.4%	2.
New Hires	5	1	1	0	0	0	0	0	0	0	0	7	1	1	0
% Represented	71.4%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	14.3%	0.0%
Promotions	8	2	1	1	0	0	0	0	0	0	0	12	2	3	0
% Represented	66.7%	16.7%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	25.0%	0.0%

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Staffing Report
Wildlife Resources Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS															
Employees	4	2	0	0	0	1	0	0	0	0	0	7	1	3	0
% Represented	57.1%	28.6%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	42.9%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
MANAGEMENT RELATED															
Employees	9	10	1	2	0	0	0	0	0	0	0	22	3	12	2
% Represented	40.9%	45.5%	4.5%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.6%	54.5%	9.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
PROFESSIONALS															
Employees	131	61	2	0	1	0	1	1	1	0	0	198	6	62	1
% Represented	66.2%	30.8%	1.0%	0.0%	0.5%	0.0%	0.5%	0.5%	0.5%	0.0%	0.0%	100.0%	3.0%	31.3%	0.5%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
TECHNICIANS AND TECHNOLOGISTS															
Employees	43	2	0	0	0	0	0	0	0	0	0	45	0	2	1
% Represented	95.6%	4.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	4.4%	2.2%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ADMINISTRATIVE SUPPORT															
Employees	13	48	5	9	1	2	1	0	0	0	0	79	18	59	0
% Represented	16.5%	60.8%	6.3%	11.4%	1.3%	2.5%	1.3%	0.0%	0.0%	0.0%	0.0%	100.0%	22.8%	74.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PROTECTIVE SERVICES															
Employees	200	3	6	0	1	0	0	0	3	0	0	213	10	3	0
% Represented	93.9%	1.4%	2.8%	0.0%	0.5%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	100.0%	4.7%	1.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
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Staffing Report

Wildlife Resources Commission

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Total	Total MNRT	Total FEM	Disabled
SERVICE															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SKILLED CRAFT															
Employees	83	3	0	0	1	0	0	0	0	0	0	87	1	3	0
% Represented	95.4%	3.4%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1.1%	3.4%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Overall Results															
Employees	483	130	14	11	4	3	2	1	4	0	0	652	39	145	4
% Represented	74.1%	19.9%	2.1%	1.7%	0.6%	0.5%	0.3%	0.2%	0.6%	0.0%	0.0%	100.0%	6.0%	22.2%	0.6%
New Hires	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Promotions	3	0	0	0	0	0	0	0	0	0	0	3	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

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Staffing Report
University Totals
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	33	56	0	6	0	0	1	0	0	0	96	7	62	1
% Represented	34.4%	58.3%	0.0%	6.3%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	100.0%	7.3%	64.6%	1.0%
New Hires	3	3	1	1	0	0	0	0	0	0	8	2	4	
% Represented	37.5%	37.5%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	
Promotions	2	0	0	1	0	0	0	0	0	0	3	1	1	
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	
MANAGEMENT RELATED														
Employees	493	1341	159	515	5	15	4	42	3	16	2593	759	1929	18
% Represented	19.0%	51.7%	6.1%	19.9%	0.2%	0.6%	0.2%	1.6%	0.1%	0.6%	100.0%	29.3%	74.4%	0.7%
New Hires	37	70	13	32	0	1	0	1	0	0	154	47	104	
% Represented	24.0%	45.5%	8.4%	20.8%	0.0%	0.6%	0.0%	0.6%	0.0%	0.0%	100.0%	30.5%	67.5%	
Promotions	12	44	3	20	0	0	0	2	0	4	85	29	70	
% Represented	14.1%	51.8%	3.5%	23.5%	0.0%	0.0%	0.0%	2.4%	0.0%	4.7%	100.0%	34.1%	82.4%	
PROFESSIONALS														
Employees	2546	2375	434	640	49	51	122	187	24	47	6475	1554	3300	44
% Represented	39.3%	36.7%	6.7%	9.9%	0.8%	0.8%	1.9%	2.9%	0.4%	0.7%	100.0%	24.0%	51.0%	0.7%
New Hires	235	189	50	63	9	10	15	13	3	4	591	167	279	
% Represented	39.8%	32.0%	8.5%	10.7%	1.5%	1.7%	2.5%	2.2%	0.5%	0.7%	100.0%	28.3%	47.2%	
Promotions	61	43	9	28	1	0	2	3	0	1	148	44	75	
% Represented	41.2%	29.1%	6.1%	18.9%	0.7%	0.0%	1.4%	2.0%	0.0%	0.7%	100.0%	29.7%	50.7%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	203	152	35	41	0	2	4	7	4	4	452	97	206	4
% Represented	44.9%	33.6%	7.7%	9.1%	0.0%	0.4%	0.9%	1.5%	0.9%	0.9%	100.0%	21.5%	45.6%	0.9%
New Hires	13	8	2	5	0	1	0	0	0	1	30	9	15	
% Represented	43.3%	26.7%	6.7%	16.7%	0.0%	3.3%	0.0%	0.0%	0.0%	3.3%	100.0%	30.0%	50.0%	
Promotions	3	3	1	0	0	0	0	0	0	0	7	1	3	
% Represented	42.9%	42.9%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	42.9%	
ADMINISTRATIVE SUPPORT														
Employees	511	3756	207	1928	8	66	10	68	6	98	6658	2391	5916	41
% Represented	7.7%	56.4%	3.1%	29.0%	0.1%	1.0%	0.2%	1.0%	0.1%	1.5%	100.0%	35.9%	88.9%	0.6%
New Hires	83	434	36	221	1	17	3	11	2	12	820	303	695	
% Represented	10.1%	52.9%	4.4%	27.0%	0.1%	2.1%	0.4%	1.3%	0.2%	1.5%	100.0%	37.0%	84.8%	
Promotions	13	126	4	61	1	1	0	0	0	3	209	70	191	
% Represented	6.2%	60.3%	1.9%	29.2%	0.5%	0.5%	0.0%	0.0%	0.0%	1.4%	100.0%	33.5%	91.4%	
PROTECTIVE SERVICES														
Employees	276	50	151	54	5	5	1	0	10	2	554	228	111	2
% Represented	49.8%	9.0%	27.3%	9.7%	0.9%	0.9%	0.2%	0.0%	1.8%	0.4%	100.0%	41.2%	20.0%	0.4%
New Hires	30	8	24	9	0	1	0	0	3	0	75	37	18	
% Represented	40.0%	10.7%	32.0%	12.0%	0.0%	1.3%	0.0%	0.0%	4.0%	0.0%	100.0%	49.3%	24.0%	
Promotions	10	3	3	4	0	0	0	0	0	0	20	7	7	
% Represented	50.0%	15.0%	15.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	35.0%	35.0%	

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As of December 31, 2008

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SERVICE														
Employees	548	469	840	905	71	109	77	67	29	42	3157	2140	1592	49
% Represented	17.4%	14.9%	26.6%	28.7%	2.2%	3.5%	2.4%	2.1%	0.9%	1.3%	100.0%	67.8%	50.4%	1.6%
New Hires	90	53	89	80	11	10	16	9	6	5	369	226	157	
% Represented	24.4%	14.4%	24.1%	21.7%	3.0%	2.7%	4.3%	2.4%	1.6%	1.4%	100.0%	61.2%	42.5%	
Promotions	15	1	13	4	1	0	3	0	1	0	38	22	5	
% Represented	39.5%	2.6%	34.2%	10.5%	2.6%	0.0%	7.9%	0.0%	2.6%	0.0%	100.0%	57.9%	13.2%	
SKILLED CRAFT														
Employees	1750	293	429	71	46	9	26	39	39	3	2705	662	415	31
% Represented	64.7%	10.8%	15.9%	2.6%	1.7%	0.3%	1.0%	1.4%	1.4%	0.1%	100.0%	24.5%	15.3%	1.1%
New Hires	144	69	35	9	8	3	3	6	3	1	281	68	88	
% Represented	51.2%	24.6%	12.5%	3.2%	2.8%	1.1%	1.1%	2.1%	1.1%	0.4%	100.0%	24.2%	31.3%	
Promotions	44	3	8	0	4	1	0	0	0	0	60	13	4	
% Represented	73.3%	5.0%	13.3%	0.0%	6.7%	1.7%	0.0%	0.0%	0.0%	0.0%	100.0%	21.7%	6.7%	
Not assigned														
Employees	3	22	0	4	0	0	0	0	0	0	29	4	26	0
% Represented	10.3%	75.9%	0.0%	13.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.8%	89.7%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	6363	8514	2255	4164	184	257	245	410	115	212	22719	7842	13557	190
% Represented	28.0%	37.5%	9.9%	18.3%	0.8%	1.1%	1.1%	1.8%	0.5%	0.9%	100.0%	34.5%	59.7%	0.8%
New Hires	635	835	250	420	29	43	37	40	17	23	2329	859	1361	
% Represented	27.3%	35.9%	10.7%	18.0%	1.2%	1.8%	1.6%	1.7%	0.7%	1.0%	100.0%	36.9%	58.4%	
Promotions	160	223	41	118	7	2	5	5	1	8	570	187	356	
% Represented	28.1%	39.1%	7.2%	20.7%	1.2%	0.4%	0.9%	0.9%	0.2%	1.4%	100.0%	32.8%	62.5%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Appalachian

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	3	1	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	51	132	0	3	0	0	0	1	0	0	187	4	136	2
% Represented	27.3%	70.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.5%	0.0%	0.0%	100.0%	2.1%	72.7%	1.1%
New Hires	3	12	0	0	0	0	0	0	0	0	15	0	12	
% Represented	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	80.0%	
Promotions	0	8	0	0	0	0	0	0	0	0	8	0	8	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROFESSIONALS														
Employees	140	121	1	7	0	1	1	2	0	0	273	12	131	2
% Represented	51.3%	44.3%	0.4%	2.6%	0.0%	0.4%	0.4%	0.7%	0.0%	0.0%	100.0%	4.4%	48.0%	0.7%
New Hires	12	6	0	0	0	0	0	0	0	0	18	0	6	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	
Promotions	4	1	0	0	0	0	0	0	0	0	5	0	1	
% Represented	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	20.0%	
TECHNICIANS AND TECHNOLOGISTS														
nployees	6	5	0	0	0	0	0	0	0	0	11	0	5	0
% Represented	54.5%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	45.5%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	29	254	1	5	0	3	0	1	0	2	295	12	265	2
% Represented	9.8%	86.1%	0.3%	1.7%	0.0%	1.0%	0.0%	0.3%	0.0%	0.7%	100.0%	4.1%	89.8%	0.7%
New Hires	7	30	0	2	0	0	0	1	0	0	40	3	33	
% Represented	17.5%	75.0%	0.0%	5.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	100.0%	7.5%	82.5%	
Promotions	1	11	0	0	0	0	0	0	0	0	12	0	11	
% Represented	8.3%	91.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	91.7%	
PROTECTIVE SERVICES														
Employees	30	5	0	0	1	0	0	0	0	0	36	1	5	0
% Represented	83.3%	13.9%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	2.8%	13.9%	0.0%
New Hires	3	1	0	0	0	0	0	0	0	0	4	0	1	
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
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HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Appalachian

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	137	161	7	3	2	0	3	2	0	0	315	17	166	5
% Represented	43.5%	51.1%	2.2%	1.0%	0.6%	0.0%	1.0%	0.6%	0.0%	0.0%	100.0%	5.4%	52.7%	1.6%
New Hires	22	13	1	0	3	0	1	0	0	0	40	5	13	
% Represented	55.0%	32.5%	2.5%	0.0%	7.5%	0.0%	2.5%	0.0%	0.0%	0.0%	100.0%	12.5%	32.5%	
Promotions	4	0	0	1	1	0	0	0	0	0	6	2	1	
% Represented	66.7%	0.0%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	16.7%	
SKILLED CRAFT														
Employees	145	2	0	0	1	0	0	0	1	0	149	2	2	2
% Represented	97.3%	1.3%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.7%	0.0%	100.0%	1.3%	1.3%	1.3%
New Hires	9	0	0	0	0	0	0	0	0	0	9	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	541	681	9	18	4	4	4	6	1	2	1270	48	711	13
% Represented	42.6%	53.6%	0.7%	1.4%	0.3%	0.3%	0.3%	0.5%	0.1%	0.2%	100.0%	3.8%	56.0%	1.0%
New Hires	57	63	1	2	3	0	1	1	0	0	128	8	66	
% Represented	44.5%	49.2%	0.8%	1.6%	2.3%	0.0%	0.8%	0.8%	0.0%	0.0%	100.0%	6.3%	51.6%	
Promotions	12	20	0	1	1	0	0	0	0	0	34	2	21	
% Represented	35.3%	58.8%	0.0%	2.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.9%	61.8%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
East Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	7	27	0	0	0	0	0	0	0	0	34	0	27	0
% Represented	20.6%	79.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	79.4%	0.0%
New Hires	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	42	189	6	30	0	0	0	1	2	1	271	40	221	1
% Represented	15.5%	69.7%	2.2%	11.1%	0.0%	0.0%	0.0%	0.4%	0.7%	0.4%	100.0%	14.8%	81.5%	0.4%
New Hires	5	8	1	3	0	0	0	0	0	0	17	4	11	
% Represented	29.4%	47.1%	5.9%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	23.5%	64.7%	
Promotions	1	5	0	1	0	0	0	0	0	0	7	1	6	
% Represented	14.3%	71.4%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	85.7%	
PROFESSIONALS														
Employees	277	420	34	75	4	6	8	16	0	0	840	143	517	11
% Represented	33.0%	50.0%	4.0%	8.9%	0.5%	0.7%	1.0%	1.9%	0.0%	0.0%	100.0%	17.0%	61.5%	1.3%
New Hires	31	53	2	3	1	1	2	2	0	0	95	11	59	
% Represented	32.6%	55.8%	2.1%	3.2%	1.1%	1.1%	2.1%	2.1%	0.0%	0.0%	100.0%	11.6%	62.1%	
Promotions	10	16	3	3	0	0	0	1	0	0	33	7	20	
% Represented	30.3%	48.5%	9.1%	9.1%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	100.0%	21.2%	60.6%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	11	42	6	11	0	0	0	0	0	0	70	17	53	1
% Represented	15.7%	60.0%	8.6%	15.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	24.3%	75.7%	1.4%
New Hires	1	3	0	1	0	0	0	0	0	0	5	1	4	
% Represented	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	40	659	22	278	0	4	1	6	0	2	1012	313	949	6
% Represented	4.0%	65.1%	2.2%	27.5%	0.0%	0.4%	0.1%	0.6%	0.0%	0.2%	100.0%	30.9%	93.8%	0.6%
New Hires	14	87	1	29	0	1	1	3	0	0	136	35	120	
% Represented	10.3%	64.0%	0.7%	21.3%	0.0%	0.7%	0.7%	2.2%	0.0%	0.0%	100.0%	25.7%	88.2%	
Promotions	5	32	0	14	0	1	0	0	0	0	52	15	47	
% Represented	9.6%	61.5%	0.0%	26.9%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	100.0%	28.8%	90.4%	
PROTECTIVE SERVICES														
Employees	33	8	12	7	1	0	0	0	1	0	62	21	15	0
% Represented	53.2%	12.9%	19.4%	11.3%	1.6%	0.0%	0.0%	0.0%	1.6%	0.0%	100.0%	33.9%	24.2%	0.0%
New Hires	3	2	1	0	0	0	0	0	0	0	6	1	2	
% Represented	50.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%	
Promotions	1	0	0	3	0	0	0	0	0	0	4	3	3	
% Represented	25.0%	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	75.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
East Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	41	31	117	194	0	2	2	0	0	0	387	315	227	8
% Represented	10.6%	8.0%	30.2%	50.1%	0.0%	0.5%	0.5%	0.0%	0.0%	0.0%	100.0%	81.4%	58.7%	2.1%
New Hires	13	14	10	12	0	0	0	0	0	0	49	22	26	
% Represented	26.5%	28.6%	20.4%	24.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.9%	53.1%	
Promotions	0	0	2	0	0	0	0	0	0	0	2	2	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
SKILLED CRAFT														
Employees	163	22	31	4	2	0	2	3	0	0	227	42	29	2
% Represented	71.8%	9.7%	13.7%	1.8%	0.9%	0.0%	0.9%	1.3%	0.0%	0.0%	100.0%	18.5%	12.8%	0.9%
New Hires	17	10	3	1	0	1	1	1	0	0	34	7	13	
% Represented	50.0%	29.4%	8.8%	2.9%	0.0%	2.9%	2.9%	2.9%	0.0%	0.0%	100.0%	20.6%	38.2%	
Promotions	2	0	0	0	0	0	0	0	0	0	2	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	5	0	0	0	0	0	0	0	0	5	0	5	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	614	1403	228	599	7	12	13	26	3	3	2908	891	2043	29
% Represented	21.1%	48.2%	7.8%	20.6%	0.2%	0.4%	0.4%	0.9%	0.1%	0.1%	100.0%	30.6%	70.3%	1.0%
New Hires	85	178	18	49	1	3	4	6	0	0	344	81	236	
% Represented	24.7%	51.7%	5.2%	14.2%	0.3%	0.9%	1.2%	1.7%	0.0%	0.0%	100.0%	23.5%	68.6%	
Promotions	19	53	5	21	0	1	0	1	0	0	100	28	76	
% Represented	19.0%	53.0%	5.0%	21.0%	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%	100.0%	28.0%	76.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Elizabeth City

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	1	1	8	30	0	0	0	0	0	0	40	38	31	0
% Represented	2.5%	2.5%	20.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	95.0%	77.5%	0.0%
New Hires	0	0	1	1	0	0	0	0	0	0	2	2	1	
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	
Promotions	0	0	0	5	0	0	0	0	0	0	5	5	5	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	2	5	25	37	0	0	1	1	1	0	72	65	43	1
% Represented	2.8%	6.9%	34.7%	51.4%	0.0%	0.0%	1.4%	1.4%	1.4%	0.0%	100.0%	90.3%	59.7%	1.4%
New Hires	0	0	0	5	0	0	0	0	0	0	5	5	5	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	2	0	0	0	0	0	0	2	2	2	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	1	1	0	0	0	0	0	0	3	2	1	0
% Represented	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	0	3	3	84	0	1	0	1	0	0	92	89	89	1
% Represented	0.0%	3.3%	3.3%	91.3%	0.0%	1.1%	0.0%	1.1%	0.0%	0.0%	100.0%	96.7%	96.7%	1.1%
New Hires	0	0	0	9	0	0	0	0	0	0	9	9	9	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
PROTECTIVE SERVICES														
Employees	2	0	10	1	0	0	0	0	0	0	13	11	1	0
% Represented	15.4%	0.0%	76.9%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	84.6%	7.7%	0.0%
New Hires	1	0	2	0	0	0	0	0	0	0	3	2	0	
% Represented	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

Elizabeth City

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	0	3	28	22	0	0	0	0	0	0	53	50	25	1
% Represented	0.0%	5.7%	52.8%	41.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	94.3%	47.2%	1.9%
New Hires	0	0	3	1	0	0	0	0	0	0	4	4	1	
% Represented	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	25.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	6	0	21	1	0	0	0	0	0	0	28	22	1	0
% Represented	21.4%	0.0%	75.0%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	78.6%	3.6%	0.0%
New Hires	1	0	1	1	0	0	0	0	0	0	3	2	1	
% Represented	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	33.3%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	12	12	96	176	0	1	1	2	1	0	301	277	191	3
% Represented	4.0%	4.0%	31.9%	58.5%	0.0%	0.3%	0.3%	0.7%	0.3%	0.0%	100.0%	92.0%	63.5%	1.0%
New Hires	2	0	7	17	0	0	0	0	0	0	26	24	17	
% Represented	7.7%	0.0%	26.9%	65.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	92.3%	65.4%	
Promotions	0	0	0	7	0	0	0	0	0	0	7	7	7	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
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HM Hispanic Male
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ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Fayetteville State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	6	5	9	25	0	1	0	0	0	1	47	36	32	1
% Represented	12.8%	10.6%	19.1%	53.2%	0.0%	2.1%	0.0%	0.0%	0.0%	2.1%	100.0%	76.6%	68.1%	2.1%
New Hires	1	1	2	1	0	0	0	0	0	0	5	3	2	
% Represented	20.0%	20.0%	40.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.0%	40.0%	
Promotions	1	2	0	0	0	0	0	0	0	0	3	0	2	
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	
PROFESSIONALS														
Employees	8	4	29	30	2	1	2	3	0	1	80	68	39	1
% Represented	10.0%	5.0%	36.3%	37.5%	2.5%	1.3%	2.5%	3.8%	0.0%	1.3%	100.0%	85.0%	48.8%	1.3%
New Hires	2	1	4	2	0	1	0	0	0	0	10	7	4	
% Represented	20.0%	10.0%	40.0%	20.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	100.0%	70.0%	40.0%	
Promotions	0	0	0	4	0	0	0	0	0	0	4	4	4	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	2	0	0	1	0	0	0	0	0	1	4	2	2	0
% Represented	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	50.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	1	16	8	106	1	4	0	0	0	3	139	122	129	2
% Represented	0.7%	11.5%	5.8%	76.3%	0.7%	2.9%	0.0%	0.0%	0.0%	2.2%	100.0%	87.8%	92.8%	1.4%
New Hires	1	3	4	15	1	0	0	0	0	1	25	21	19	
% Represented	4.0%	12.0%	16.0%	60.0%	4.0%	0.0%	0.0%	0.0%	0.0%	4.0%	100.0%	84.0%	76.0%	
Promotions	0	1	0	4	1	0	0	0	0	1	7	6	6	
% Represented	0.0%	14.3%	0.0%	57.1%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	100.0%	85.7%	85.7%	
PROTECTIVE SERVICES														
Employees	5	0	15	1	0	0	0	0	1	0	22	17	1	0
% Represented	22.7%	0.0%	68.2%	4.5%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	100.0%	77.3%	4.5%	0.0%
New Hires	0	0	8	1	0	0	0	0	2	0	11	11	1	
% Represented	0.0%	0.0%	72.7%	9.1%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	100.0%	100.0%	9.1%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Fayetteville State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	3	3	34	31	1	1	0	0	1	1	75	69	36	0
% Represented	4.0%	4.0%	45.3%	41.3%	1.3%	1.3%	0.0%	0.0%	1.3%	1.3%	100.0%	92.0%	48.0%	0.0%
New Hires	0	0	2	10	0	1	0	0	0	1	14	14	12	
% Represented	0.0%	0.0%	14.3%	71.4%	0.0%	7.1%	0.0%	0.0%	0.0%	7.1%	100.0%	100.0%	85.7%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	5	0	29	2	2	0	0	0	3	0	41	36	2	0
% Represented	12.2%	0.0%	70.7%	4.9%	4.9%	0.0%	0.0%	0.0%	7.3%	0.0%	100.0%	87.8%	4.9%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	30	29	124	196	6	7	2	3	5	7	409	350	242	
% Represented	7.3%	7.1%	30.3%	47.9%	1.5%	1.7%	0.5%	0.7%	1.2%	1.7%	100.0%	85.6%	59.2%	1.0%
New Hires	5	5	20	29	1	2	0	0	2	2	66	56	38	
% Represented	7.6%	7.6%	30.3%	43.9%	1.5%	3.0%	0.0%	0.0%	3.0%	3.0%	100.0%	84.8%	57.6%	
Promotions	1	3	0	8	1	0	0	0	0	1	14	10	12	
% Represented	7.1%	21.4%	0.0%	57.1%	7.1%	0.0%	0.0%	0.0%	0.0%	7.1%	100.0%	71.4%	85.7%	

WM+ White Male
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Staffing Report

NC A and T

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	6	2	25	60	1	0	0	0	0	0	94	86	62	1
% Represented	6.4%	2.1%	26.6%	63.8%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	91.5%	66.0%	1.1%
New Hires	0	0	2	5	0	0	0	0	0	0	7	7	5	
% Represented	0.0%	0.0%	28.6%	71.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	71.4%	
Promotions	0	0	1	4	0	0	0	0	0	0	5	5	4	
% Represented	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	80.0%	
PROFESSIONALS														
Employees	18	7	78	94	1	2	2	3	0	1	206	181	107	0
% Represented	8.7%	3.4%	37.9%	45.6%	0.5%	1.0%	1.0%	1.5%	0.0%	0.5%	100.0%	87.9%	51.9%	0.0%
New Hires	1	0	10	11	0	1	0	0	0	0	23	22	12	
% Represented	4.3%	0.0%	43.5%	47.8%	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	100.0%	95.7%	52.2%	
Promotions	0	0	0	4	0	0	0	0	0	0	4	4	4	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	8	4	0	1	0	0	0	0	14	13	5	0
% Represented	7.1%	0.0%	57.1%	28.6%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	100.0%	92.9%	35.7%	0.0%
New Hires	0	0	0	0	0	1	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	0	8	15	295	0	2	0	0	0	0	320	312	305	1
% Represented	0.0%	2.5%	4.7%	92.2%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	100.0%	97.5%	95.3%	0.3%
New Hires	0	0	3	30	0	0	0	0	0	0	33	33	30	
% Represented	0.0%	0.0%	9.1%	90.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	90.9%	
Promotions	0	1	0	8	0	0	0	0	0	0	9	8	9	
% Represented	0.0%	11.1%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	88.9%	100.0%	
PROTECTIVE SERVICES														
Employees	3	1	21	17	0	0	1	0	0	0	43	39	18	0
% Represented	7.0%	2.3%	48.8%	39.5%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	100.0%	90.7%	41.9%	0.0%
New Hires	0	0	4	6	0	0	0	0	0	0	10	10	6	
% Represented	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	60.0%	
Promotions	1	0	2	0	0	0	0	0	0	0	3	2	0	
% Represented	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	0.0%	

WM+ White Male
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Staffing Report
NC A and T
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	2	0	67	40	1	0	0	0	0	0	110	108	40	2
% Represented	1.8%	0.0%	60.9%	36.4%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	98.2%	36.4%	1.8%
New Hires	0	0	16	8	1	0	0	0	0	0	25	25	8	
% Represented	0.0%	0.0%	64.0%	32.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	32.0%	
Promotions	1	0	1	0	0	0	0	0	0	0	2	1	0	
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	
SKILLED CRAFT														
Employees	7	1	49	7	5	0	1	1	0	0	71	63	9	1
% Represented	9.9%	1.4%	69.0%	9.9%	7.0%	0.0%	1.4%	1.4%	0.0%	0.0%	100.0%	88.7%	12.7%	1.4%
New Hires	0	0	4	3	1	0	0	0	0	0	8	8	3	
% Represented	0.0%	0.0%	50.0%	37.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	37.5%	
Promotions	0	0	2	0	2	0	0	0	0	0	4	4	0	
% Represented	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	37	19	263	517	8	5	4	4	0	1	858	802	546	
% Represented	4.3%	2.2%	30.7%	60.3%	0.9%	0.6%	0.5%	0.5%	0.0%	0.1%	100.0%	93.5%	63.6%	0.6%
New Hires	1	0	39	63	2	2	0	0	0	0	107	106	65	
% Represented	0.9%	0.0%	36.4%	58.9%	1.9%	1.9%	0.0%	0.0%	0.0%	0.0%	100.0%	99.1%	60.7%	
Promotions	2	1	6	16	2	0	0	0	0	0	27	24	17	
% Represented	7.4%	3.7%	22.2%	59.3%	7.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	88.9%	63.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
NC Central
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
New Hires	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	1	2	14	50	0	1	0	0	0	0	68	65	53	2
% Represented	1.5%	2.9%	20.6%	73.5%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	100.0%	95.6%	77.9%	2.9%
New Hires	0	0	2	3	0	0	0	0	0	0	5	5	3	
% Represented	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	60.0%	
Promotions	0	0	0	2	0	0	0	0	0	0	2	2	2	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROFESSIONALS														
Employees	16	7	51	61	2	0	4	5	1	0	147	124	73	1
% Represented	10.9%	4.8%	34.7%	41.5%	1.4%	0.0%	2.7%	3.4%	0.7%	0.0%	100.0%	84.4%	49.7%	0.7%
New Hires	4	3	7	9	1	0	1	0	0	0	25	18	12	
% Represented	16.0%	12.0%	28.0%	36.0%	4.0%	0.0%	4.0%	0.0%	0.0%	0.0%	100.0%	72.0%	48.0%	
Promotions	0	0	1	5	0	0	0	1	0	0	7	7	6	
% Represented	0.0%	0.0%	14.3%	71.4%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	100.0%	100.0%	85.7%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	1	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	1	5	24	172	0	1	0	3	0	2	208	202	183	3
% Represented	0.5%	2.4%	11.5%	82.7%	0.0%	0.5%	0.0%	1.4%	0.0%	1.0%	100.0%	97.1%	88.0%	1.4%
New Hires	0	2	7	28	0	0	0	1	0	1	39	37	32	
% Represented	0.0%	5.1%	17.9%	71.8%	0.0%	0.0%	0.0%	2.6%	0.0%	2.6%	100.0%	94.9%	82.1%	
Promotions	0	0	2	7	0	0	0	0	0	0	9	9	7	
% Represented	0.0%	0.0%	22.2%	77.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	77.8%	
PROTECTIVE SERVICES														
Employees	2	0	32	2	1	0	0	0	0	0	37	35	2	1
% Represented	5.4%	0.0%	86.5%	5.4%	2.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	94.6%	5.4%	2.7%
New Hires	0	0	3	0	0	0	0	0	0	0	3	3	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	

WM+ White Male
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Staffing Report
NC Central
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	1	0	48	22	1	6	0	0	0	0	78	77	28	0
% Represented	1.3%	0.0%	61.5%	28.2%	1.3%	7.7%	0.0%	0.0%	0.0%	0.0%	100.0%	98.7%	35.9%	0.0%
New Hires	0	0	3	4	0	1	0	0	0	0	8	8	5	
% Represented	0.0%	0.0%	37.5%	50.0%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	62.5%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	2	1	43	3	1	0	0	1	0	0	51	48	5	0
% Represented	3.9%	2.0%	84.3%	5.9%	2.0%	0.0%	0.0%	2.0%	0.0%	0.0%	100.0%	94.1%	9.8%	0.0%
New Hires	0	0	8	0	0	0	0	0	0	0	8	8	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	24	15	213	311	5	8	4	9	1	2	592	553	345	7
% Represented	4.1%	2.5%	36.0%	52.5%	0.8%	1.4%	0.7%	1.5%	0.2%	0.3%	100.0%	93.4%	58.3%	1.2%
New Hires	4	5	31	44	1	1	1	1	0	1	89	80	52	
% Represented	4.5%	5.6%	34.8%	49.4%	1.1%	1.1%	1.1%	1.1%	0.0%	1.1%	100.0%	89.9%	58.4%	
Promotions	0	0	4	14	0	0	0	1	0	0	19	19	15	
% Represented	0.0%	0.0%	21.1%	73.7%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	100.0%	100.0%	78.9%	

WM+ White Male
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Staffing Report

NC State

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	5	4	0	2	0	0	0	0	0	0	11	2	6	1
% Represented	45.5%	36.4%	0.0%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	54.5%	9.1%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	93	219	33	85	2	6	2	14	0	0	454	142	324	4
% Represented	20.5%	48.2%	7.3%	18.7%	0.4%	1.3%	0.4%	3.1%	0.0%	0.0%	100.0%	31.3%	71.4%	0.9%
New Hires	12	17	4	5	0	1	0	1	0	0	40	11	24	
% Represented	30.0%	42.5%	10.0%	12.5%	0.0%	2.5%	0.0%	2.5%	0.0%	0.0%	100.0%	27.5%	60.0%	
Promotions	5	8	0	2	0	0	0	0	0	0	15	2	10	
% Represented	33.3%	53.3%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	66.7%	
PROFESSIONALS														
Employees	590	360	52	42	13	16	19	32	3	3	1130	180	453	7
% Represented	52.2%	31.9%	4.6%	3.7%	1.2%	1.4%	1.7%	2.8%	0.3%	0.3%	100.0%	15.9%	40.1%	0.6%
New Hires	70	26	5	3	2	3	5	3	0	1	118	22	36	
% Represented	59.3%	22.0%	4.2%	2.5%	1.7%	2.5%	4.2%	2.5%	0.0%	0.8%	100.0%	18.6%	30.5%	
Promotions	21	2	2	3	1	0	1	0	0	0	30	7	5	
% Represented	70.0%	6.7%	6.7%	10.0%	3.3%	0.0%	3.3%	0.0%	0.0%	0.0%	100.0%	23.3%	16.7%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	68	36	8	2	0	0	2	0	1	0	117	13	38	2
% Represented	58.1%	30.8%	6.8%	1.7%	0.0%	0.0%	1.7%	0.0%	0.9%	0.0%	100.0%	11.1%	32.5%	1.7%
New Hires	8	1	0	0	0	0	0	0	0	0	9	0	1	
% Represented	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	11.1%	
Promotions	2	2	0	0	0	0	0	0	0	0	4	0	2	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
ADMINISTRATIVE SUPPORT														
Employees	86	597	35	218	1	10	1	14	0	2	964	281	841	12
% Represented	8.9%	61.9%	3.6%	22.6%	0.1%	1.0%	0.1%	1.5%	0.0%	0.2%	100.0%	29.1%	87.2%	1.2%
New Hires	16	83	7	21	1	1	0	1	0	0	130	31	106	
% Represented	12.3%	63.8%	5.4%	16.2%	0.8%	0.8%	0.0%	0.8%	0.0%	0.0%	100.0%	23.8%	81.5%	
Promotions	1	21	0	5	0	0	0	0	0	0	27	5	26	
% Represented	3.7%	77.8%	0.0%	18.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.5%	96.3%	
PROTECTIVE SERVICES														
Employees	36	6	7	2	0	1	0	0	0	0	52	10	9	0
% Represented	69.2%	11.5%	13.5%	3.8%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	100.0%	19.2%	17.3%	0.0%
New Hires	3	1	0	1	0	0	0	0	0	0	5	1	2	
% Represented	60.0%	20.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	40.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

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Staffing Report

NC State

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	68	22	134	180	35	61	5	7	0	0	512	422	270	8
% Represented	13.3%	4.3%	26.2%	35.2%	6.8%	11.9%	1.0%	1.4%	0.0%	0.0%	100.0%	82.4%	52.7%	1.6%
New Hires	14	6	15	16	3	4	1	3	0	1	63	43	30	
% Represented	22.2%	9.5%	23.8%	25.4%	4.8%	6.3%	1.6%	4.8%	0.0%	1.6%	100.0%	68.3%	47.6%	
Promotions	2	0	2	0	0	0	0	0	0	0	4	2	0	
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	
SKILLED CRAFT														
Employees	443	154	90	7	14	3	8	5	2	1	727	130	170	13
% Represented	60.9%	21.2%	12.4%	1.0%	1.9%	0.4%	1.1%	0.7%	0.3%	0.1%	100.0%	17.9%	23.4%	1.8%
New Hires	57	41	8	2	4	1	0	3	0	1	117	19	48	
% Represented	48.7%	35.0%	6.8%	1.7%	3.4%	0.9%	0.0%	2.6%	0.0%	0.9%	100.0%	16.2%	41.0%	
Promotions	19	3	2	0	2	1	0	0	0	0	27	5	4	
% Represented	70.4%	11.1%	7.4%	0.0%	7.4%	3.7%	0.0%	0.0%	0.0%	0.0%	100.0%	18.5%	14.8%	
Not assigned														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	1389	1399	359	538	65	97	37	72	6	6	3968	1180	2112	47
% Represented	35.0%	35.3%	9.0%	13.6%	1.6%	2.4%	0.9%	1.8%	0.2%	0.2%	100.0%	29.7%	53.2%	1.2%
New Hires	181	175	39	48	10	10	6	11	0	3	483	127	247	
% Represented	37.5%	36.2%	8.1%	9.9%	2.1%	2.1%	1.2%	2.3%	0.0%	0.6%	100.0%	26.3%	51.1%	
Promotions	51	36	6	10	3	1	1	0	0	0	108	21	47	
% Represented	47.2%	33.3%	5.6%	9.3%	2.8%	0.9%	0.9%	0.0%	0.0%	0.0%	100.0%	19.4%	43.5%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
School of the Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	5	25	0	4	0	0	0	0	0	0	34	4	29	0
% Represented	14.7%	73.5%	0.0%	11.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.8%	85.3%	0.0%
New Hires	0	3	0	1	0	0	0	0	0	0	4	1	4	
% Represented	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	100.0%	
Promotions	0	1	0	1	0	0	0	0	0	0	2	1	2	
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	
PROFESSIONALS														
Employees	14	10	3	3	0	0	0	1	0	0	31	7	14	2
% Represented	45.2%	32.3%	9.7%	9.7%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	100.0%	22.6%	45.2%	6.5%
New Hires	4	0	0	2	0	0	0	0	0	0	6	2	2	
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	
Promotions	0	0	0	0	0	0	0	1	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0%	0%	0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	9	34	3	10	0	0	0	1	0	0	57	14	45	0
% Represented	15.8%	59.6%	5.3%	17.5%	0.0%	0.0%	0.0%	1.8%	0.0%	0.0%	100.0%	24.6%	78.9%	0.0%
New Hires	1	5	0	1	0	0	0	1	0	0	8	2	7	
% Represented	12.5%	62.5%	0.0%	12.5%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	100.0%	25.0%	87.5%	
Promotions	0	3	0	0	0	0	0	0	0	0	3	0	3	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROTECTIVE SERVICES														
Employees	4	4	2	2	0	0	0	0	0	0	12	4	6	0
% Represented	33.3%	33.3%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.0%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
School of the Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	9	1	16	11	1	2	0	0	0	0	40	30	14	3
% Represented	22.5%	2.5%	40.0%	27.5%	2.5%	5.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	35.0%	7.5%
New Hires	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	19	2	4	0	0	0	0	0	0	0	25	4	2	3
% Represented	76.0%	8.0%	16.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.0%	8.0%	12.0%
New Hires	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	1	0	1	0	0	0	0	0	0	0	2	1	0	
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	60	76	28	30	1	2	0	2	0	0	199	63	110	
% Represented	30.2%	38.2%	14.1%	15.1%	0.5%	1.0%	0.0%	1.0%	0.0%	0.0%	100.0%	31.7%	55.3%	4.0%
New Hires	13	8	0	4	0	0	0	1	0	0	26	5	13	
% Represented	50.0%	30.8%	0.0%	15.4%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	100.0%	19.2%	50.0%	
Promotions	1	5	1	1	0	0	0	1	0	0	9	3	7	
% Represented	11.1%	55.6%	11.1%	11.1%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	100.0%	33.3%	77.8%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
School of Science and Math
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	3	1	1	1	0	0	0	0	0	0	6	2	2	0
% Represented	50.0%	16.7%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
PROFESSIONALS														
Employees	15	6	4	8	0	0	0	0	0	0	33	12	14	0
% Represented	45.5%	18.2%	12.1%	24.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.4%	42.4%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	0	1	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	2	11	2	11	0	0	0	0	0	0	26	13	22	0
% Represented	7.7%	42.3%	7.7%	42.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	84.6%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
PROTECTIVE SERVICES														
Employees	2	0	5	0	1	0	0	0	0	0	8	6	0	0
% Represented	25.0%	0.0%	62.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
School of Science and Math
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	5	2	10	5	0	0	0	0	0	0	22	15	7	1
% Represented	22.7%	9.1%	45.5%	22.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	68.2%	31.8%	4.5%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	8	0	3	0	0	0	0	0	0	0	11	3	0	0
% Represented	72.7%	0.0%	27.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	36	20	25	26	1	0	0	0	0	0	108	52	46	
% Represented	33.3%	18.5%	23.1%	24.1%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	48.1%	42.6%	0.9%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Asheville
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	15	55	2	6	0	0	0	0	0	0	78	8	61	1
% Represented	19.2%	70.5%	2.6%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.3%	78.2%	1.3%
New Hires	2	4	0	0	0	0	0	0	0	0	6	0	4	
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	
Promotions	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
PROFESSIONALS														
Employees	38	35	1	3	1	0	1	1	0	0	80	7	39	2
% Represented	47.5%	43.8%	1.3%	3.8%	1.3%	0.0%	1.3%	1.3%	0.0%	0.0%	100.0%	8.8%	48.8%	2.5%
New Hires	2	3	0	0	1	0	1	0	0	0	7	2	3	
% Represented	28.6%	42.9%	0.0%	0.0%	14.3%	0.0%	14.3%	0.0%	0.0%	0.0%	100.0%	28.6%	42.9%	
Promotions	1	3	0	0	0	0	0	0	0	0	4	0	3	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
TECHNICIANS AND TECHNOLOGISTS														
ployees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	6	62	0	2	0	0	0	1	0	0	71	3	65	1
% Represented	8.5%	87.3%	0.0%	2.8%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	100.0%	4.2%	91.5%	1.4%
New Hires	1	9	0	0	0	0	0	0	0	0	10	0	9	
% Represented	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	90.0%	
Promotions	0	1	0	1	0	0	0	0	0	0	2	1	2	
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	
PROTECTIVE SERVICES														
Employees	15	3	1	0	0	0	0	0	0	0	19	1	3	0
% Represented	78.9%	15.8%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.3%	15.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Asheville
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	32	36	9	3	2	0	0	0	0	0	82	14	39	1
% Represented	39.0%	43.9%	11.0%	3.7%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.1%	47.6%	1.2%
New Hires	2	4	1	0	0	0	0	0	0	0	7	1	4	
% Represented	28.6%	57.1%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	57.1%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	31	5	2	0	0	0	0	0	0	0	38	2	5	0
% Represented	81.6%	13.2%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.3%	13.2%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	137	197	15	14	3	0	1	2	0	0	369	35	213	5
% Represented	37.1%	53.4%	4.1%	3.8%	0.8%	0.0%	0.3%	0.5%	0.0%	0.0%	100.0%	9.5%	57.7%	1.4%
New Hires	8	20	1	0	1	0	1	0	0	0	31	3	20	
% Represented	25.8%	64.5%	3.2%	0.0%	3.2%	0.0%	3.2%	0.0%	0.0%	0.0%	100.0%	9.7%	64.5%	
Promotions	2	5	0	1	0	0	0	0	0	0	8	1	6	
% Represented	25.0%	62.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	75.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Chapel Hill
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	15	18	0	2	0	0	1	0	0	0	36	3	20	0
% Represented	41.7%	50.0%	0.0%	5.6%	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	100.0%	8.3%	55.6%	0.0%
New Hires	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	164	416	32	114	2	3	2	18	0	1	752	172	552	0
% Represented	21.8%	55.3%	4.3%	15.2%	0.3%	0.4%	0.3%	2.4%	0.0%	0.1%	100.0%	22.9%	73.4%	0.0%
New Hires	2	1	0	1	0	0	0	0	0	0	4	1	2	
% Represented	50.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	50.0%	
Promotions	0	5	1	1	0	0	0	0	0	0	7	2	6	
% Represented	0.0%	71.4%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	85.7%	
PROFESSIONALS														
Employees	804	927	76	140	20	18	66	110	5	0	2166	435	1195	0
% Represented	37.1%	42.8%	3.5%	6.5%	0.9%	0.8%	3.0%	5.1%	0.2%	0.0%	100.0%	20.1%	55.2%	0.0%
New Hires	24	40	4	8	3	3	2	5	1	0	90	26	56	
% Represented	26.7%	44.4%	4.4%	8.9%	3.3%	3.3%	2.2%	5.6%	1.1%	0.0%	100.0%	28.9%	62.2%	
Promotions	3	7	0	2	0	0	1	0	0	0	13	3	9	
% Represented	23.1%	53.8%	0.0%	15.4%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	100.0%	23.1%	69.2%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	49	52	4	17	0	1	1	6	2	0	132	31	76	0
% Represented	37.1%	39.4%	3.0%	12.9%	0.0%	0.8%	0.8%	4.5%	1.5%	0.0%	100.0%	23.5%	57.6%	0.0%
New Hires	0	1	0	1	0	0	0	0	0	0	2	1	2	
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	240	1028	57	367	5	12	3	24	1	7	1744	476	1438	0
% Represented	13.8%	58.9%	3.3%	21.0%	0.3%	0.7%	0.2%	1.4%	0.1%	0.4%	100.0%	27.3%	82.5%	0.0%
New Hires	18	56	1	12	0	0	1	2	0	0	90	16	70	
% Represented	20.0%	62.2%	1.1%	13.3%	0.0%	0.0%	1.1%	2.2%	0.0%	0.0%	100.0%	17.8%	77.8%	
Promotions	3	11	1	4	0	0	0	0	0	0	19	5	15	
% Represented	15.8%	57.9%	5.3%	21.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.3%	78.9%	
PROTECTIVE SERVICES														
Employees	40	5	21	9	0	0	0	0	0	0	75	30	14	0
% Represented	53.3%	6.7%	28.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	18.7%	0.0%
New Hires	7	0	1	0	0	0	0	0	0	0	8	1	0	
% Represented	87.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Chapel Hill
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	79	81	131	167	11	25	59	53	0	1	607	447	327	0
% Represented	13.0%	13.3%	21.6%	27.5%	1.8%	4.1%	9.7%	8.7%	0.0%	0.2%	100.0%	73.6%	53.9%	0.0%
New Hires	1	4	8	5	1	1	11	5	0	1	37	32	16	
% Represented	2.7%	10.8%	21.6%	13.5%	2.7%	2.7%	29.7%	13.5%	0.0%	2.7%	100.0%	86.5%	43.2%	
Promotions	1	0	1	0	0	0	2	0	0	0	4	3	0	
% Represented	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%	75.0%	0.0%	
SKILLED CRAFT														
Employees	533	65	98	42	12	4	12	29	3	1	799	201	141	0
% Represented	66.7%	8.1%	12.3%	5.3%	1.5%	0.5%	1.5%	3.6%	0.4%	0.1%	100.0%	25.2%	17.6%	0.0%
New Hires	22	7	0	1	1	0	2	2	0	0	35	6	10	
% Represented	62.9%	20.0%	0.0%	2.9%	2.9%	0.0%	5.7%	5.7%	0.0%	0.0%	100.0%	17.1%	28.6%	
Promotions	6	0	1	0	0	0	0	0	0	0	7	1	0	
% Represented	85.7%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	0.0%	
Not assigned														
Employees	0	11	0	1	0	0	0	0	0	0	12	1	12	0
% Represented	0.0%	91.7%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	1924	2603	419	859	50	63	144	240	11	10	6323	1796	3775	0
% Represented	30.4%	41.2%	6.6%	13.6%	0.8%	1.0%	2.3%	3.8%	0.2%	0.2%	100.0%	28.4%	59.7%	0.0%
New Hires	75	109	14	28	5	4	16	14	1	1	267	83	156	
% Represented	28.1%	40.8%	5.2%	10.5%	1.9%	1.5%	6.0%	5.2%	0.4%	0.4%	100.0%	31.1%	58.4%	
Promotions	14	23	4	7	0	0	3	0	0	0	51	14	30	
% Represented	27.5%	45.1%	7.8%	13.7%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	100.0%	27.5%	58.8%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Charlotte

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	2	3	0	0	0	0	0	0	0	0	5	0	3	0
% Represented	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	60.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	31	66	4	19	0	0	0	5	0	0	125	28	90	4
% Represented	24.8%	52.8%	3.2%	15.2%	0.0%	0.0%	0.0%	4.0%	0.0%	0.0%	100.0%	22.4%	72.0%	3.2%
New Hires	8	6	0	2	0	0	0	0	0	0	16	2	8	
% Represented	50.0%	37.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	50.0%	
Promotions	1	8	0	0	0	0	0	2	0	0	11	2	10	
% Represented	9.1%	72.7%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%	0.0%	0.0%	100.0%	18.2%	90.9%	
PROFESSIONALS														
Employees	165	109	19	31	1	1	6	5	0	0	337	63	146	8
% Represented	49.0%	32.3%	5.6%	9.2%	0.3%	0.3%	1.8%	1.5%	0.0%	0.0%	100.0%	18.7%	43.3%	2.4%
New Hires	24	16	5	5	1	0	1	2	0	0	54	14	23	
% Represented	44.4%	29.6%	9.3%	9.3%	1.9%	0.0%	1.9%	3.7%	0.0%	0.0%	100.0%	25.9%	42.6%	
Promotions	2	3	0	2	0	0	0	0	0	0	7	2	5	
% Represented	28.6%	42.9%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	28.6%	71.4%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	7	5	1	2	0	0	0	0	0	0	15	3	7	0
% Represented	46.7%	33.3%	6.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	46.7%	0.0%
New Hires	1	1	0	1	0	0	0	0	0	0	3	1	2	
% Represented	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	
Promotions	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	25	318	9	104	0	10	2	5	0	3	476	133	440	5
% Represented	5.3%	66.8%	1.9%	21.8%	0.0%	2.1%	0.4%	1.1%	0.0%	0.6%	100.0%	27.9%	92.4%	1.1%
New Hires	3	50	4	22	0	5	0	1	0	0	85	32	78	
% Represented	3.5%	58.8%	4.7%	25.9%	0.0%	5.9%	0.0%	1.2%	0.0%	0.0%	100.0%	37.6%	91.8%	
Promotions	1	16	0	8	0	0	0	0	0	0	25	8	24	
% Represented	4.0%	64.0%	0.0%	32.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	32.0%	96.0%	
PROTECTIVE SERVICES														
Employees	35	4	8	7	1	1	0	0	0	0	56	17	12	1
% Represented	62.5%	7.1%	14.3%	12.5%	1.8%	1.8%	0.0%	0.0%	0.0%	0.0%	100.0%	30.4%	21.4%	1.8%
New Hires	2	1	1	1	0	1	0	0	0	0	6	3	3	
% Represented	33.3%	16.7%	16.7%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
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AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Charlotte

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	41	20	75	88	9	9	2	5	0	0	249	188	122	10
% Represented	16.5%	8.0%	30.1%	35.3%	3.6%	3.6%	0.8%	2.0%	0.0%	0.0%	100.0%	75.5%	49.0%	4.0%
New Hires	5	4	12	10	1	3	1	1	0	0	37	28	18	
% Represented	13.5%	10.8%	32.4%	27.0%	2.7%	8.1%	2.7%	2.7%	0.0%	0.0%	100.0%	75.7%	48.6%	
Promotions	2	1	1	1	0	0	0	0	0	0	5	2	2	
% Represented	40.0%	20.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	40.0%	
SKILLED CRAFT														
Employees	135	12	15	1	4	0	2	0	0	0	169	22	13	4
% Represented	79.9%	7.1%	8.9%	0.6%	2.4%	0.0%	1.2%	0.0%	0.0%	0.0%	100.0%	13.0%	7.7%	2.4%
New Hires	11	3	2	1	1	0	0	0	0	0	18	4	4	
% Represented	61.1%	16.7%	11.1%	5.6%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	22.2%	
Promotions	5	0	1	0	0	0	0	0	0	0	6	1	0	
% Represented	83.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	0.0%	
Not assigned														
Employees	1	3	0	0	0	0	0	0	0	0	4	0	3	0
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	0.0%
New Hires	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	[illegible]	[illegible]	131	252	15	21	12	20	0	3	1436	454	836	32
% Represented	30.0%	37.6%	9.1%	17.5%	1.0%	1.5%	0.8%	1.4%	0.0%	0.2%	100.0%	31.6%	58.2%	2.2%
New Hires	54	83	24	42	3	9	2	4	0	0	221	84	138	
% Represented	[illegible]	37.6%	10.9%	19.0%	1.4%	4.1%	0.9%	1.8%	0.0%	0.0%	100.0%	38.0%	62.4%	
Promotions	12	28	3	11	0	0	0	2	0	0	56	16	41	
% Represented	21.4%	50.0%	5.4%	19.6%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	100.0%	28.6%	73.2%	

WM+ [illegible]ale
WF+ [illegible]male
BM [illegible]ale
BF Bl[illegible] Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC General Administration
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	100%	0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
MANAGEMENT RELATED														
Employees	7	18	3	14	0	0	0	1	0	0	43	18	33	1
% Represented	16.3%	41.9%	7.0%	32.6%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	100.0%	41.9%	76.7%	2.3%
New Hires	0	1	0	2	0	0	0	0	0	0	3	2	3	
% Represented	0.0%	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
PROFESSIONALS														
Employees	75	26	10	8	0	0	3	2	0	0	124	23	36	1
% Represented	60.5%	21.0%	8.1%	6.5%	0.0%	0.0%	2.4%	1.6%	0.0%	0.0%	100.0%	18.5%	29.0%	0.8%
New Hires	9	3	0	2	0	0	0	1	0	0	15	3	6	
% Represented	60.0%	20.0%	0.0%	13.3%	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	100.0%	20.0%	40.0%	
Promotions	2	1	0	0	0	0	0	0	0	0	3	0	1	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	24	0	1	0	0	0	1	1	0	0	27	3	1	0
% Represented	88.9%	0.0%	3.7%	0.0%	0.0%	0.0%	3.7%	3.7%	0.0%	0.0%	100.0%	11.1%	3.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	8	36	1	40	0	2	0	2	0	0	89	45	80	0
% Represented	9.0%	40.4%	1.1%	44.9%	0.0%	2.2%	0.0%	2.2%	0.0%	0.0%	100.0%	50.6%	89.9%	0.0%
New Hires	2	5	0	5	0	0	0	0	0	0	12	5	10	
% Represented	16.7%	41.7%	0.0%	41.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	41.7%	83.3%	
Promotions	0	1	1	1	0	0	0	0	0	0	3	2	2	
% Represented	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	66.7%	
PROTECTIVE SERVICES														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC General Administration
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	3	1	1	0	0	0	0	0	0	0	5	1	1	1
% Represented	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	20.0%
New Hires	0	0	1	0	0	0	0	0	0	0	1	1	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	6	1	2	0	0	0	0	0	0	0	9	2	1	1
% Represented	66.7%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	11.1%	11.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	123	83	18	62	0	2	4	6	0	0	298	92	153	4
% Represented	41.3%	27.9%	6.0%	20.8%	0.0%	0.7%	1.3%	2.0%	0.0%	0.0%	100.0%	30.9%	51.3%	1.3%
New Hires	11	9	1	9	0	0	0	1	0	0	31	11	19	
% Represented	35.5%	29.0%	3.2%	29.0%	0.0%	0.0%	0.0%	3.2%	0.0%	0.0%	100.0%	35.5%	61.3%	
Promotions	2	2	1	1	0	0	0	0	0	0	6	2	3	
% Represented	33.3%	33.3%	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	50.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Greensboro
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
MANAGEMENT RELATED														
Employees	19	64	1	8	0	2	0	2	0	2	98	15	78	0
% Represented	19.4%	65.3%	1.0%	8.2%	0.0%	2.0%	0.0%	2.0%	0.0%	2.0%	100.0%	15.3%	79.6%	0.0%
New Hires	0	3	0	0	0	0	0	0	0	0	3	0	3	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
Promotions	0	1	0	1	0	0	0	0	0	0	2	1	2	
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	
PROFESSIONALS														
Employees	150	139	13	33	0	2	4	2	2	2	347	58	178	2
% Represented	43.2%	40.1%	3.7%	9.5%	0.0%	0.6%	1.2%	0.6%	0.6%	0.6%	100.0%	16.7%	51.3%	0.6%
New Hires	14	10	3	6	0	0	0	0	1	1	35	11	17	
% Represented	40.0%	28.6%	8.6%	17.1%	0.0%	0.0%	0.0%	0.0%	2.9%	2.9%	100.0%	31.4%	48.6%	
Promotions	5	1	0	0	0	0	0	0	0	0	6	0	1	
% Represented	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.7%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	11	4	3	2	0	0	0	0	0	0	20	5	6	0
% Represented	55.0%	20.0%	15.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	30.0%	0.0%
New Hires	1	1	1	0	0	0	0	0	0	0	3	1	1	
% Represented	33.3%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
ADMINISTRATIVE SUPPORT														
Employees	31	266	9	70	0	5	2	5	0	0	388	91	346	1
% Represented	8.0%	68.6%	2.3%	18.0%	0.0%	1.3%	0.5%	1.3%	0.0%	0.0%	100.0%	23.5%	89.2%	0.3%
New Hires	8	32	2	7	0	3	0	1	0	0	53	13	43	
% Represented	15.1%	60.4%	3.8%	13.2%	0.0%	5.7%	0.0%	1.9%	0.0%	0.0%	100.0%	24.5%	81.1%	
Promotions	1	9	0	2	0	0	0	0	0	0	12	2	11	
% Represented	8.3%	75.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	91.7%	
PROTECTIVE SERVICES														
Employees	29	5	6	3	1	2	0	0	0	0	46	12	10	0
% Represented	63.0%	10.9%	13.0%	6.5%	2.2%	4.3%	0.0%	0.0%	0.0%	0.0%	100.0%	26.1%	21.7%	0.0%
New Hires	3	1	2	0	0	0	0	0	0	0	6	2	1	
% Represented	50.0%	16.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	16.7%	
Promotions	1	1	0	0	0	0	0	0	0	0	2	0	1	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Greensboro

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	23	9	72	67	5	3	4	0	1	0	184	152	79	1
% Represented	12.5%	4.9%	39.1%	36.4%	2.7%	1.6%	2.2%	0.0%	0.5%	0.0%	100.0%	82.6%	42.9%	0.5%
New Hires	9	0	8	5	0	0	1	0	0	0	23	14	5	
% Represented	39.1%	0.0%	34.8%	21.7%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	100.0%	60.9%	21.7%	
Promotions	1	0	6	1	0	0	0	0	0	0	8	7	1	
% Represented	12.5%	0.0%	75.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	87.5%	12.5%	
SKILLED CRAFT														
Employees	88	9	11	0	4	0	1	0	0	0	113	16	9	3
% Represented	77.9%	8.0%	9.7%	0.0%	3.5%	0.0%	0.9%	0.0%	0.0%	0.0%	100.0%	14.2%	8.0%	2.7%
New Hires	6	2	3	0	1	0	0	0	0	0	12	4	2	
% Represented	50.0%	16.7%	25.0%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	16.7%	
Promotions	4	0	1	0	0	0	0	0	0	0	5	1	0	
% Represented	80.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	0.0%	
Not assigned														
Employees	2	0	0	1	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	353	496	115	185	10	14	11	9	3	4	1200	351	708	1
% Represented	29.4%	41.3%	9.6%	15.4%	0.8%	1.2%	0.9%	0.8%	0.3%	0.3%	100.0%	29.3%	59.0%	0.6%
New Hires	41	49	19	18	1	3	1	1	1	1	135	45	72	
% Represented	30.4%	36.3%	14.1%	13.3%	0.7%	2.2%	0.7%	0.7%	0.7%	0.7%	100.0%	33.3%	53.3%	
Promotions	12	13	7	5	0	0	0	0	0	0	37	12	18	
% Represented	32.4%	35.1%	18.9%	13.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	32.4%	48.6%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Pembroke
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	3	11	0	4	0	0	0	0	1	11	30	16	26	0
% Represented	10.0%	36.7%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	3.3%	36.7%	100.0%	53.3%	86.7%	0.0%
New Hires	1	3	0	0	0	0	0	0	0	0	4	0	3	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
Promotions	0	1	0	1	0	0	0	0	0	4	6	5	6	
% Represented	0.0%	16.7%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%	83.3%	100.0%	
PROFESSIONALS														
Employees	18	18	4	5	1	1	0	1	11	36	95	59	61	0
% Represented	18.9%	18.9%	4.2%	5.3%	1.1%	1.1%	0.0%	1.1%	11.6%	37.9%	100.0%	62.1%	64.2%	0.0%
New Hires	3	4	0	0	0	0	0	0	1	2	10	3	6	
% Represented	30.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	20.0%	100.0%	30.0%	60.0%	
Promotions	0	2	0	0	0	0	0	0	0	1	3	1	3	
% Represented	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	33.3%	100.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	1	0	0	0	0	0	0	1	3	6	4	4	0
% Represented	16.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	100.0%	66.7%	66.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	1	1	1	1	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	3	29	1	20	0	3	0	1	5	76	138	106	129	3
% Represented	2.2%	21.0%	0.7%	14.5%	0.0%	2.2%	0.0%	0.7%	3.6%	55.1%	100.0%	76.8%	93.5%	2.2%
New Hires	1	8	1	8	0	1	0	0	2	10	31	22	27	
% Represented	3.2%	25.8%	3.2%	25.8%	0.0%	3.2%	0.0%	0.0%	6.5%	32.3%	100.0%	71.0%	87.1%	
Promotions	0	2	0	0	0	0	0	0	0	2	4	2	4	
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	50.0%	100.0%	
PROTECTIVE SERVICES														
Employees	1	0	0	0	0	1	0	0	8	2	12	11	3	0
% Represented	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	66.7%	16.7%	100.0%	91.7%	25.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	1	0	1	1	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
UNC Pembroke
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	2	2	5	1	0	0	0	0	26	37	73	69	40	0
% Represented	2.7%	2.7%	6.8%	1.4%	0.0%	0.0%	0.0%	0.0%	35.6%	50.7%	100.0%	94.5%	54.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	6	2	8	8	2	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	100.0%	100.0%	25.0%	
Promotions	0	0	0	0	0	0	0	0	1	0	1	1	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	
SKILLED CRAFT														
Employees	2	1	0	1	0	0	0	0	29	1	34	31	3	0
% Represented	5.9%	2.9%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	85.3%	2.9%	100.0%	91.2%	8.8%	0.0%
New Hires	0	0	0	0	0	0	0	0	3	0	3	3	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	30	62	10	31	1	5	0	2	81	166	388	296	266	3
% Represented	7.7%	16.0%	2.6%	8.0%	0.3%	1.3%	0.0%	0.5%	20.9%	42.8%	100.0%	76.3%	68.6%	0.8%
New Hires	5	15	1	8	0	1	0	0	13	15	58	38	39	
% Represented	8.6%	25.9%	1.7%	13.8%	0.0%	1.7%	0.0%	0.0%	22.4%	25.9%	100.0%	65.5%	67.2%	
Promotions	0	5	0	1	0	0	0	0	1	7	14	9	13	
% Represented	0.0%	35.7%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	7.1%	50.0%	100.0%	64.3%	92.9%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Wilmington

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	1	1	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
New Hires	0	1	0	1	0	0	0	0	0	0	2	1	2	
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	18	73	5	11	0	0	0	0	0	0	107	16	84	1
% Represented	16.8%	68.2%	4.7%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	15.0%	78.5%	0.9%
New Hires	1	5	0	1	0	0	0	0	0	0	7	1	6	
% Represented	14.3%	71.4%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.3%	85.7%	
Promotions	0	1	0	0	0	0	0	0	0	0	1	0	1	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROFESSIONALS														
Employees	137	111	8	18	3	2	4	2	1	3	289	41	136	2
% Represented	47.4%	38.4%	2.8%	6.2%	1.0%	0.7%	1.4%	0.7%	0.3%	1.0%	100.0%	14.2%	47.1%	0.7%
New Hires	11	15	3	3	0	0	3	0	0	0	35	9	18	
% Represented	31.4%	42.9%	8.6%	8.6%	0.0%	0.0%	8.6%	0.0%	0.0%	0.0%	100.0%	25.7%	51.4%	
Promotions	4	3	1	0	0	0	0	0	0	0	8	1	3	
% Represented	50.0%	37.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.5%	37.5%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	11	4	0	0	0	0	0	0	0	0	15	0	4	0
% Represented	73.3%	26.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	26.7%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	19	238	3	44	1	6	1	2	0	1	315	58	291	1
% Represented	6.0%	75.6%	1.0%	14.0%	0.3%	1.9%	0.3%	0.6%	0.0%	0.3%	100.0%	18.4%	92.4%	0.3%
New Hires	5	31	0	3	0	4	1	0	0	0	44	8	38	
% Represented	11.4%	70.5%	0.0%	6.8%	0.0%	9.1%	2.3%	0.0%	0.0%	0.0%	100.0%	18.2%	86.4%	
Promotions	1	8	0	0	0	0	0	0	0	0	9	0	8	
% Represented	11.1%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	88.9%	
PROTECTIVE SERVICES														
Employees	22	6	2	0	0	0	0	0	0	0	30	2	6	0
% Represented	73.3%	20.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.7%	20.0%	0.0%
New Hires	4	2	0	0	0	0	0	0	0	0	6	0	2	
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	
Promotions	4	1	0	0	0	0	0	0	0	0	5	0	1	
% Represented	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	20.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

UNC Wilmington

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	31	12	46	36	0	0	1	0	1	1	128	85	49	1
% Represented	24.2%	9.4%	35.9%	28.1%	0.0%	0.0%	0.8%	0.0%	0.8%	0.8%	100.0%	66.4%	38.3%	0.8%
New Hires	8	1	3	4	0	0	1	0	0	0	17	8	5	
% Represented	47.1%	5.9%	17.6%	23.5%	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	100.0%	47.1%	29.4%	
Promotions	3	0	0	1	0	0	1	0	0	0	5	2	1	
% Represented	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	100.0%	40.0%	20.0%	
SKILLED CRAFT														
Employees	69	14	7	1	0	1	0	0	0	0	92	9	16	1
% Represented	75.0%	15.2%	7.6%	1.1%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	100.0%	9.8%	17.4%	1.1%
New Hires	9	6	0	0	0	0	0	0	0	0	15	0	6	
% Represented	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	40.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	2	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	308	461	71	110	4	9	6	4	2	5	980	211	589	6
% Represented	31.4%	47.0%	7.2%	11.2%	0.4%	0.9%	0.6%	0.4%	0.2%	0.5%	100.0%	21.5%	60.1%	0.6%
New Hires	38	61	6	12	0	4	5	0	0	0	126	27	77	
% Represented	30.2%	48.4%	4.8%	9.5%	0.0%	3.2%	4.0%	0.0%	0.0%	0.0%	100.0%	21.4%	61.1%	
Promotions	13	13	1	1	0	0	1	0	0	0	29	3	14	
% Represented	44.8%	44.8%	3.4%	3.4%	0.0%	0.0%	3.4%	0.0%	0.0%	0.0%	100.0%	10.3%	48.3%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report

West Carolina

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	26	59	2	1	0	2	0	0	0	0	90	5	62	0
% Represented	28.9%	65.6%	2.2%	1.1%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	100.0%	5.6%	68.9%	0.0%
New Hires	2	6	0	0	0	0	0	0	0	0	8	0	6	
% Represented	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	75.0%	
Promotions	3	3	0	0	0	0	0	0	0	0	6	0	3	
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	
PROFESSIONALS														
Employees	83	70	1	2	1	1	1	1	0	1	161	8	75	4
% Represented	51.6%	43.5%	0.6%	1.2%	0.6%	0.6%	0.6%	0.6%	0.0%	0.6%	100.0%	5.0%	46.6%	2.5%
New Hires	20	7	0	1	0	1	0	0	0	0	29	2	9	
% Represented	69.0%	24.1%	0.0%	3.4%	0.0%	3.4%	0.0%	0.0%	0.0%	0.0%	100.0%	6.9%	31.0%	
Promotions	9	4	0	0	0	0	0	0	0	0	13	0	4	
% Represented	69.2%	30.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	30.8%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	9	2	0	0	0	0	0	0	0	0	11	0	2	1
% Represented	81.8%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	18.2%	9.1%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	11	192	0	1	0	1	0	0	0	0	205	2	194	2
% Represented	5.4%	93.7%	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	100.0%	1.0%	94.6%	1.0%
New Hires	4	29	0	0	0	1	0	0	0	0	34	1	30	
% Represented	11.8%	85.3%	0.0%	0.0%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	100.0%	2.9%	88.2%	
Promotions	0	9	0	0	0	0	0	0	0	0	9	0	9	
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	
PROTECTIVE SERVICES														
Employees	17	2	0	0	0	0	0	0	0	0	19	0	2	0
% Represented	89.5%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	10.5%	0.0%
New Hires	3	0	0	0	0	0	0	0	0	0	3	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
West Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	74	86	2	1	1	0	0	0	0	2	166	6	89	7
% Represented	44.6%	51.8%	1.2%	0.6%	0.6%	0.0%	0.0%	0.0%	0.0%	1.2%	100.0%	3.6%	53.6%	4.2%
New Hires	13	6	0	1	1	0	0	0	0	0	21	2	7	
% Represented	61.9%	28.6%	0.0%	4.8%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	9.5%	33.3%	
Promotions	1	0	0	0	0	0	0	0	0	0	1	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	84	4	0	0	0	0	0	0	1	0	89	1	4	1
% Represented	94.4%	4.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	100.0%	1.1%	4.5%	1.1%
New Hires	7	0	0	0	0	0	0	0	0	0	7	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Promotions	6	0	0	0	0	0	0	0	0	0	6	0	0	
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	304	415	5	5	2	4	1	1	1	3	741	22	428	15
% Represented	41.0%	56.0%	0.7%	0.7%	0.3%	0.5%	0.1%	0.1%	0.1%	0.4%	100.0%	3.0%	57.8%	2.0%
New Hires	49	48	0	2	1	2	0	0	0	0	102	5	52	
% Represented	48.0%	47.1%	0.0%	2.0%	1.0%	2.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.9%	51.0%	
Promotions	19	16	0	0	0	0	0	0	0	0	35	0	16	
% Represented	54.3%	45.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	45.7%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Winston-Salem State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
OFFICIALS AND ADMINISTRATORS														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
MANAGEMENT RELATED														
Employees	5	4	15	51	0	0	0	0	0	0	75	66	55	0
% Represented	6.7%	5.3%	20.0%	68.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	88.0%	73.3%	0.0%
New Hires	0	0	1	7	0	0	0	0	0	0	8	8	7	
% Represented	0.0%	0.0%	12.5%	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	87.5%	
Promotions	0	0	1	2	0	0	0	0	0	0	3	3	2	
% Represented	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	66.7%	
PROFESSIONALS														
Employees	11	6	29	51	0	0	0	0	0	0	97	80	57	0
% Represented	11.3%	6.2%	29.9%	52.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	82.5%	58.8%	0.0%
New Hires	4	2	7	3	0	0	0	0	0	0	16	10	5	
% Represented	25.0%	12.5%	43.8%	18.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	62.5%	31.3%	
Promotions	0	0	2	3	0	0	0	0	0	0	5	5	3	
% Represented	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	60.0%	
TECHNICIANS AND TECHNOLOGISTS														
Employees	1	0	2	1	0	0	0	0	0	0	4	3	1	0
% Represented	25.0%	0.0%	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	75.0%	25.0%	0.0%
New Hires	0	0	1	2	0	0	0	0	0	0	3	3	2	
% Represented	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	66.7%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
ADMINISTRATIVE SUPPORT														
Employees	2	11	16	112	0	2	0	2	0	0	145	132	127	1
% Represented	1.4%	7.6%	11.0%	77.2%	0.0%	1.4%	0.0%	1.4%	0.0%	0.0%	100.0%	91.0%	87.6%	0.7%
New Hires	1	4	6	29	0	0	0	0	0	0	40	35	33	
% Represented	2.5%	10.0%	15.0%	72.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	87.5%	82.5%	
Promotions	0	0	0	7	0	0	0	0	0	0	7	7	7	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	
PROTECTIVE SERVICES														
Employees	2	1	14	3	0	0	0	0	0	0	20	17	4	0
% Represented	10.0%	5.0%	70.0%	15.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.0%	20.0%	0.0%
New Hires	0	0	2	0	0	0	0	0	0	0	2	2	0	
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	
Promotions	0	0	0	1	0	0	0	0	0	0	1	1	1	
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Staffing Report
Winston-Salem State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Total	Total MNRT	Total FEM	Disabled
SERVICE														
Employees	2	1	48	39	2	0	1	0	0	0	93	90	40	1
% Represented	2.2%	1.1%	51.6%	41.9%	2.2%	0.0%	1.1%	0.0%	0.0%	0.0%	100.0%	96.8%	43.0%	1.1%
New Hires	0	1	6	4	1	0	0	0	0	0	12	11	5	
% Represented	0.0%	8.3%	50.0%	33.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	91.7%	41.7%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
SKILLED CRAFT														
Employees	12	0	27	2	1	1	0	0	0	0	43	31	3	0
% Represented	27.9%	0.0%	62.8%	4.7%	2.3%	2.3%	0.0%	0.0%	0.0%	0.0%	100.0%	72.1%	7.0%	0.0%
New Hires	0	0	6	0	0	1	0	0	0	0	7	7	1	
% Represented	0.0%	0.0%	85.7%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	14.3%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Not assigned														
Employees	0	0	0	2	0	0	0	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
New Hires	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
Overall Results														
Employees	35	23	151	261	3	3	1	2	0	0	479	421	289	
% Represented	7.3%	4.8%	31.5%	54.5%	0.6%	0.6%	0.2%	0.4%	0.0%	0.0%	100.0%	87.9%	60.3%	0.4%
New Hires	5	7	29	45	1	1	0	0	0	0	88	76	53	
% Represented	5.7%	8.0%	33.0%	51.1%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	100.0%	86.4%	60.2%	
Promotions	0	0	3	13	0	0	0	0	0	0	16	16	13	
% Represented	0.0%	0.0%	18.8%	81.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	81.3%	

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Agency Totals

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	172	346	291	451	13	7	15	8	3	13	2	1321	801	825	58
% Represented	13.0%	26.2%	22.0%	34.1%	1.0%	0.5%	1.1%	0.6%	0.2%	1.0%	0.2%	100.0%	60.6%	62.5%	4.4%
Average Salary	24250	23224	24168	23981	24660	22434	23764	20626	23992	17600	16551	23760	23905	23515	24249
GR 55-59															
Employees	981	3743	1055	3516	17	47	17	49	6	57	44	9532	4764	7412	238
% Represented	10.3%	39.3%	11.1%	36.9%	0.2%	0.5%	0.2%	0.5%	0.1%	0.6%	0.5%	100.0%	50.0%	77.8%	2.5%
Average Salary	27683	29266	27046	27543	28231	28299	28033	27907	28903	29091	27234	28195	27468	28426	28390
GR 60-64															
Employees	6768	3784	3159	4009	122	94	40	35	220	131	46	18408	7810	8053	423
% Represented	36.8%	20.6%	17.2%	21.8%	0.7%	0.5%	0.2%	0.2%	1.2%	0.7%	0.2%	100.0%	42.4%	43.7%	2.3%
Average Salary	31578	33124	31334	31319	30909	32367	31500	34127	30809	31199	29145	31784	31328	32185	31747
GR 65-69															
Employees	4786	3172	1149	1770	70	64	33	49	109	62	90	11354	3306	5117	262
% Represented	42.2%	27.9%	10.1%	15.6%	0.6%	0.6%	0.3%	0.4%	1.0%	0.5%	0.8%	100.0%	29.1%	45.1%	2.3%
Average Salary	43387	40068	40907	38931	39906	37687	40052	38635	44159	39457	35808	41356	39802	39576	40841
GR 70-74															
Employees	2722	2636	454	828	30	36	50	51	39	30	40	6916	1518	3581	125
% Represented	39.4%	38.1%	6.6%	12.0%	0.4%	0.5%	0.7%	0.7%	0.6%	0.4%	0.6%	100.0%	21.9%	51.8%	1.8%
Average Salary	52841	50781	51827	49367	50168	48572	48932	50161	53925	52045	50241	51479	50281	50442	52663
GR 75-79															
Employees	1290	934	152	248	7	11	45	19	7	10	10	2733	499	1222	57
% Represented	47.2%	34.2%	5.6%	9.1%	0.3%	0.4%	1.6%	0.7%	0.3%	0.4%	0.4%	100.0%	18.3%	44.7%	2.1%
Average Salary	68103	66073	67058	65526	68075	64065	68564	63702	65205	66848	67143	67062	66223	65938	67201
GR 80-84															
Employees	312	239	30	38	1	5	12	5	1	2	0	645	94	289	10
% Represented	48.4%	37.1%	4.7%	5.9%	0.2%	0.8%	1.9%	0.8%	0.2%	0.3%	0.0%	100.0%	14.6%	44.8%	1.6%
Average Salary	89655	85751	88656	84479	65756	85448	87808	74985	97279	99191	0	87681	86034	85486	94535
GR 85+															
Employees	393	510	78	128	2	6	32	23	0	2	10	1184	271	669	61
% Represented	33.2%	43.1%	6.6%	10.8%	0.2%	0.5%	2.7%	1.9%	0.0%	0.2%	0.8%	100.0%	22.9%	56.5%	5.2%
Average Salary	125897	119530	136430	109607	134599	101952	159397	140835	0	107916	106254	125590	135203	119503	126767
T-Grade															
Employees	1018	2198	588	1149	17	14	26	38	11	22	14	5095	1865	3421	125
% Represented	20.0%	43.1%	11.5%	22.6%	0.3%	0.3%	0.5%	0.7%	0.2%	0.4%	0.3%	100.0%	36.6%	67.1%	2.5%
Average Salary	49106	49117	37108	43196	42750	45487	46658	51016	48685	49001	43649	46347	41598	47132	40594
X-Grade															
Employees	5	3	1	0	0	0	0	0	0	0	0	9	1	3	0
% Represented	55.6%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
Average Salary	99530	98436	98436	0	0	0	0	0	0	0	0	99044	98436	98436	0

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Compensation Report
Agency Totals
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	14	15	3	2	1	0	0	0	0	0	0	35	6	17	0
% Represented	40.0%	42.9%	8.6%	5.7%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.1%	48.6%	0.0%
Average Salary	94929	70496	86801	214670	150000	0	0	0	0	0	0	92177	139957	87457	0
Banded															
Employees	8939	1875	1643	636	90	38	207	140	258	21	50	13897	3033	2710	249
% Represented	64.3%	13.5%	11.8%	4.6%	0.6%	0.3%	1.5%	1.0%	1.9%	0.2%	0.4%	100.0%	21.8%	19.5%	1.8%
Average Salary	47696	55216	40273	50702	50207	44238	68529	65736	39418	41079	41791	48284	45857	54441	46707
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**27400**	**19455**	**8603**	**12775**	**370**	**322**	**477**	**417**	**654**	**350**	**307**	**71130**	**23968**	**33319**	**1608**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Administration

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	0	1	1	1	0	0	0	0	7	0	12	10	8	3
% Represented	16.7%	0.0%	8.3%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	58.3%	0.0%	100.0%	83.3%	66.7%	25.0%
Average Salary	25557	0	24560	26554	26500	0	0	0	0	12188	0	17837	16293	13984	22332
GR 55-59															
Employees	19	50	31	50	1	1	0	1	0	1	0	154	85	103	5
% Represented	12.3%	32.5%	20.1%	32.5%	0.6%	0.6%	0.0%	0.6%	0.0%	0.6%	0.0%	100.0%	55.2%	66.9%	3.2%
Average Salary	26897	29930	28137	28260	26828	30343	0	32100	0	34109	0	28677	28337	29185	29222
GR 60-64															
Employees	9	34	12	15	0	1	0	1	1	5	0	78	35	56	1
% Represented	11.5%	43.6%	15.4%	19.2%	0.0%	1.3%	0.0%	1.3%	1.3%	6.4%	0.0%	100.0%	44.9%	71.8%	1.3%
Average Salary	33259	36322	34830	35511	0	31000	0	37202	38584	33194	0	35355	34954	35746	39500
GR 65-69															
Employees	44	15	4	6	1	0	0	2	1	0	0	73	14	23	4
% Represented	60.3%	20.5%	5.5%	8.2%	1.4%	0.0%	0.0%	2.7%	1.4%	0.0%	0.0%	100.0%	19.2%	31.5%	5.5%
Average Salary	41610	43448	39093	37054	38536	0	0	38641	68464	0	0	41309	38070	41362	39744
GR 70-74															
Employees	26	16	11	21	0	1	2	0	2	3	0	82	40	41	0
% Represented	31.7%	19.5%	13.4%	25.6%	0.0%	1.2%	2.4%	0.0%	2.4%	3.7%	0.0%	100.0%	48.8%	50.0%	0.0%
Average Salary	52696	49529	44650	46816	0	38174	47136	0	50165	45550	0	48857	46093	47572	0
GR 75-79															
Employees	23	14	3	7	0	0	0	0	0	0	0	47	10	21	0
% Represented	48.9%	29.8%	6.4%	14.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	21.3%	44.7%	0.0%
Average Salary	67109	58988	59136	60675	0	0	0	0	0	0	0	63223	60213	59550	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	92647	0	0	0	0	0	0	0	0	0	0	92647	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	3	1	1	0	0	0	0	0	0	0	0	5	1	1	0
% Represented	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
Average Salary	69379	73833	65074	0	0	0	0	0	0	0	0	69409	65074	73833	36271
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Administration
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	166	21	63	25	3	1	3	0	3	1	1	287	99	48	9
% Represented	57.8%	7.3%	22.0%	8.7%	1.0%	0.3%	1.0%	0.0%	1.0%	0.3%	0.3%	100.0%	34.5%	16.7%	3.1%
Average Salary	47075	51511	33167	37267	42337	23480	47957	0	44785	48163	40403	43326	35334	43439	42264
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**293**	**151**	**126**	**125**	**6**	**4**	**5**	**4**	**7**	**17**	**1**	**739**	**294**	**301**	**22**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Administrative Hearings
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	14476	0	0	0	0	0	0	0	0	0	14476	0	14476	0
GR 60-64															
Employees	0	3	1	2	0	0	0	0	0	0	1	7	3	5	0
% Represented	0.0%	42.9%	14.3%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	100.0%	42.9%	71.4%	0.0%
Average Salary	0	34712	35576	29025	0	0	0	0	0	0	27544	32186	31209	31622	27544
GR 65-69															
Employees	0	7	0	2	0	0	0	0	0	0	0	9	2	9	0
% Represented	0.0%	77.8%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.2%	100.0%	0.0%
Average Salary	0	36436	0	39209	0	0	0	0	0	0	0	37052	39209	37052	0
GR 70-74															
Employees	0	4	2	1	0	0	0	0	0	0	0	7	3	5	0
% Represented	0.0%	57.1%	28.6%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	42.9%	71.4%	0.0%
Average Salary	0	55796	55546	49174	0	0	0	0	0	0	0	54779	53422	54472	0
GR 75-79															
Employees	0	1	0	1	0	0	0	0	1	0	0	3	2	2	0
% Represented	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	100.0%	66.7%	66.7%	0.0%
Average Salary	0	75008	0	63097	0	0	0	0	75008	0	0	71038	69053	69053	0
GR 80-84															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	1
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	33.3%
Average Salary	87045	97278	0	0	0	0	0	0	0	0	0	90456	0	97278	82381
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	5	3	1	0	0	0	0	0	0	0	0	9	1	3	0
% Represented	55.6%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
Average Salary	99530	98436	98436	0	0	0	0	0	0	0	0	99044	98436	98436	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Administrative Hearings
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	63426	0	0	0	0	0	0	0	0	0	0	63426	0	0	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	8	20	4	6	0	0	0	0	1	0	1	40	11	26	1

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Agriculture and Consumer Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	3	1	0	6	0	10	0	1	0	0	24	18	3	0
% Represented	12.5%	12.5%	4.2%	0.0%	25.0%	0.0%	41.7%	0.0%	4.2%	0.0%	0.0%	100.0%	75.0%	12.5%	0.0%
Average Salary	23709	23233	27384	0	23707	0	23589	0	23222	0	0	23732	23819	23233	0
GR 55-59															
Employees	51	78	18	25	1	1	1	1	1	3	1	181	51	108	5
% Represented	28.2%	43.1%	9.9%	13.8%	0.6%	0.6%	0.6%	0.6%	0.6%	1.7%	0.6%	100.0%	28.2%	59.7%	2.8%
Average Salary	28312	31035	29628	29080	25562	26903	25063	25581	28366	28945	27000	29670	28993	30436	28475
GR 60-64															
Employees	159	95	19	19	2	1	1	5	6	0	0	307	53	120	3
% Represented	51.8%	30.9%	6.2%	6.2%	0.7%	0.3%	0.3%	1.6%	2.0%	0.0%	0.0%	100.0%	17.3%	39.1%	1.0%
Average Salary	33715	35497	33054	32189	33242	42539	34504	34602	33664	0	0	34173	33173	34994	35100
GR 65-69															
Employees	168	85	11	16	3	5	4	9	0	0	0	301	48	115	5
% Represented	55.8%	28.2%	3.7%	5.3%	1.0%	1.7%	1.3%	3.0%	0.0%	0.0%	0.0%	100.0%	15.9%	38.2%	1.7%
Average Salary	39929	40088	38659	41621	37818	40010	35374	38355	0	0	0	39890	39404	40163	42870
GR 70-74															
Employees	98	48	9	2	2	0	7	3	0	0	1	170	23	53	4
% Represented	57.6%	28.2%	5.3%	1.2%	1.2%	0.0%	4.1%	1.8%	0.0%	0.0%	0.6%	100.0%	13.5%	31.2%	2.4%
Average Salary	51026	49984	53986	53485	46509	0	45486	44530	0	0	52403	50529	49472	49855	52750
GR 75-79															
Employees	34	10	0	1	0	0	1	0	0	0	0	46	2	11	1
% Represented	73.9%	21.7%	0.0%	2.2%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	100.0%	4.3%	23.9%	2.2%
Average Salary	65160	62268	0	59542	0	0	63133	0	0	0	0	64365	61338	62020	71778
GR 80-84															
Employees	34	18	0	1	0	0	0	0	0	0	0	53	1	19	0
% Represented	64.2%	34.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	1.9%	35.8%	0.0%
Average Salary	85063	71406	0	63291	0	0	0	0	0	0	0	80014	63291	70979	0
GR 85+															
Employees	2	1	0	0	0	0	0	0	0	0	0	3	0	1	0
% Represented	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	33.3%	0.0%
Average Salary	113742	123774	0	0	0	0	0	0	0	0	0	117086	0	123774	0
T-Grade															
Employees	31	6	0	0	0	0	0	0	0	0	1	38	0	6	0
% Represented	81.6%	15.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	100.0%	0.0%	15.8%	0.0%
Average Salary	51959	53373	0	0	0	0	0	0	0	0	53493	52222	0	53373	44106
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Agriculture and Consumer Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Average Salary	104313	80000	0	0	0	0	0	0	0	0	0	98235	0	80000	0
Banded															
Employees	135	24	14	1	2	1	5	1	0	0	1	184	24	27	4
% Represented	73.4%	13.0%	7.6%	0.5%	1.1%	0.5%	2.7%	0.5%	0.0%	0.0%	0.5%	100.0%	13.0%	14.7%	2.2%
Average Salary	39405	44869	30360	25384	46833	26100	46157	68969	0	0	57471	39804	36248	44345	53446
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**718**	**369**	**72**	**65**	**16**	**8**	**29**	**19**	**8**	**3**	**4**	**1311**	**220**	**464**	**22**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Banking Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	38676	0	0	0	0	0	0	0	0	0	0	38676	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Banking Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	38	38	5	12	0	1	1	2	0	1	1	99	22	54	2
% Represented	38.4%	38.4%	5.1%	12.1%	0.0%	1.0%	1.0%	2.0%	0.0%	1.0%	1.0%	100.0%	22.2%	54.5%	2.0%
Average Salary	84059	68394	80602	73109	0	40000	40213	71719	0	73800	44842	74907	72729	68697	79996
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**39**	**38**	**5**	**12**	**0**	**1**	**1**	**2**	**0**	**1**	**1**	**100**	**22**	**54**	**2**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Board of Cosmetic Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	1	11	0	0	0	0	0	0	0	0	0	12	0	11	0
% Represented	8.3%	91.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	91.7%	0.0%
Average Salary	36667	36440	0	0	0	0	0	0	0	0	0	36459	0	36440	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	2	0	1	0	0	0	0	0	0	0	3	1	3	0
% Represented	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	100.0%	0.0%
Average Salary	0	38085	0	29180	0	0	0	0	0	0	0	35117	29180	35117	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Board of Cosmetic Arts
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	0	9	0	3	0	0	0	0	0	1	0	13	4	13	0
% Represented	0.0%	69.2%	0.0%	23.1%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	100.0%	30.8%	100.0%	0.0%
Average Salary	0	30964	0	35617	0	0	0	0	0	32185	0	32131	34759	32131	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**1**	**22**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**28**	**5**	**27**	**0**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Board of Elections
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	2	0	2	0	0	0	0	0	0	0	4	2	4	0
% Represented	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	25447	0	30446	0	0	0	0	0	0	0	27947	30446	27947	0
GR 60-64															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	31693	0	0	0	0	0	0	0	0	0	31693	0	31693	0
GR 65-69															
Employees	1	1	0	1	1	0	0	0	0	0	0	4	2	2	0
% Represented	25.0%	25.0%	0.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	32300	41582	0	32924	32681	0	0	0	0	0	0	34872	32803	37253	0
GR 70-74															
Employees	3	2	0	2	1	1	0	0	0	0	0	9	4	5	0
% Represented	33.3%	22.2%	0.0%	22.2%	11.1%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	55.6%	0.0%
Average Salary	48638	44112	0	43015	41515	43381	0	0	0	0	0	45007	42732	43527	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	117397	100164	0	0	0	0	0	0	0	0	0	108781	0	100164	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	4	4	0	0	0	0	0	0	0	0	0	8	0	4	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	70673	59029	0	0	0	0	0	0	0	0	0	64851	0	59029	45794
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Board of Elections
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	16	12	2	1	0	0	1	1	0	0	0	33	5	14	1
% Represented	48.5%	36.4%	6.1%	3.0%	0.0%	0.0%	3.0%	3.0%	0.0%	0.0%	0.0%	100.0%	15.2%	42.4%	3.0%
Average Salary	66915	50716	46912	53647	0	0	42841	50000	0	0	0	58168	48062	50874	45794
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**25**	**23**	**2**	**6**	**2**	**1**	**1**	**1**	**0**	**0**	**0**	**61**	**13**	**31**	**1**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Commerce
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	3	1	2	1	0	0	0	0	0	0	10	4	5	0
% Represented	30.0%	30.0%	10.0%	20.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	50.0%	0.0%
Average Salary	19447	18907	19083	22984	24141	0	0	0	0	0	0	20426	22298	20538	0
GR 55-59															
Employees	6	57	2	30	0	2	1	4	0	2	0	104	41	95	4
% Represented	5.8%	54.8%	1.9%	28.8%	0.0%	1.9%	1.0%	3.8%	0.0%	1.9%	0.0%	100.0%	39.4%	91.3%	3.8%
Average Salery	26262	29016	27153	29360	0	32107	25705	26861	0	30624	0	28896	29115	29133	31584
GR 60-64															
Employees	5	69	1	30	0	4	1	0	0	1	0	111	37	104	4
% Represented	4.5%	62.2%	0.9%	27.0%	0.0%	3.6%	0.9%	0.0%	0.0%	0.9%	0.0%	100.0%	33.3%	93.7%	3.6%
Averege Salary	32589	36153	33013	34813	0	38247	28140	0	0	35373	0	35598	34970	35839	35026
GR 65-69															
Employees	13	36	4	1	1	0	0	1	0	0	0	56	7	38	0
% Represented	23.2%	64.3%	7.1%	1.8%	1.8%	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%	100.0%	12.5%	67.9%	0.0%
Average Selery	43184	45563	40253	43800	56330	0	0	43155	0	0	0	44750	43471	45454	0
GR 70-74															
Employees	35	34	4	17	0	1	1	0	0	1	0	93	24	53	3
% Represented	37.6%	36.6%	4.3%	18.3%	0.0%	1.1%	1.1%	0.0%	0.0%	1.1%	0.0%	100.0%	25.8%	57.0%	3.2%
Average Salary	51847	52254	60736	47832	0	38240	45195	0	0	64160	0	51559	50154	50796	52710
GR 75-79															
[illegible]yees	31	20	5	5	1	0	0	0	0	0	0	62	11	25	2
[illegible]resented	50.0%	32.3%	8.1%	8.1%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.7%	40.3%	3.2%
Average Salary	69953	65466	68805	50730	64507	0	0	0	0	0	0	66775	60199	62519	69186
GR 80-84															
Employees	13	10	2	0	0	0	1	0	0	0	0	26	3	10	0
% Represented	50.0%	38.5%	7.7%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%	100.0%	11.5%	38.5%	0.0%
Average Salary	91176	97724	76532	0	0	0	97017	0	0	0	0	92792	83360	97724	0
GR 85+															
Employees	12	4	1	3	0	0	0	0	0	0	0	20	4	7	1
% Represented	60.0%	20.0%	5.0%	15.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	35.0%	5.0%
Average Salary	95536	98426	101408	95046	0	0	0	0	0	0	0	96334	96637	96977	92980
T-Grade															
Employees	20	11	6	8	0	0	0	0	0	0	0	45	14	19	1
% Represented	44.4%	24.4%	13.3%	17.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	31.1%	42.2%	2.2%
Average Salary	82443	68025	70396	63511	0	0	0	0	0	0	0	73947	66462	66124	56525
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Commerce
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	2	1	0	0	0	0	0	0	0	0	3	1	2	0
% Represented	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	0	107374	100965	0	0	0	0	0	0	0	0	105238	100965	107374	0
Banded															
Employees	101	84	13	23	1	1	3	7	1	1	1	236	50	116	6
% Represented	42.8%	35.6%	5.5%	9.7%	0.4%	0.4%	1.3%	3.0%	0.4%	0.4%	0.4%	100.0%	21.2%	49.2%	2.5%
Average Salary	79854	70094	74472	67182	83558	40000	60646	68082	56102	73800	44842	73828	69025	68960	80146
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**239**	**330**	**40**	**119**	**4**	**8**	**7**	**12**	**1**	**5**	**1**	**766**	**196**	**474**	**21**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Community Colleges
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	4	1	6	0	0	0	0	0	0	0	11	7	10	1
% Represented	0.0%	36.4%	9.1%	54.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	63.6%	90.9%	9.1%
Average Salary	0	34895	28167	32420	0	0	0	0	0	0	0	32933	31812	33410	28167
GR 60-64															
Employees	2	15	1	9	0	1	0	1	0	0	0	29	12	26	0
% Represented	6.9%	51.7%	3.4%	31.0%	0.0%	3.4%	0.0%	3.4%	0.0%	0.0%	0.0%	100.0%	41.4%	89.7%	0.0%
Average Salary	42295	39716	37150	36304	0	43155	0	38031	0	0	0	38807	37089	38602	0
GR 65-69															
Employees	0	6	0	5	0	0	0	0	0	0	0	11	5	11	1
% Represented	0.0%	54.5%	0.0%	45.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	45.5%	100.0%	9.1%
Average Salary	0	46929	0	42784	0	0	0	0	0	0	0	45045	42784	45045	43968
GR 70-74															
Employees	4	7	0	2	0	0	0	1	0	0	0	14	3	10	2
% Represented	28.6%	50.0%	0.0%	14.3%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	100.0%	21.4%	71.4%	14.3%
Average Salary	50323	53923	0	57346	0	0	0	51171	0	0	0	53187	55288	54332	56455
GR 75-79															
Employees	7	31	4	6	0	0	1	0	0	1	0	50	12	38	1
% Represented	14.0%	62.0%	8.0%	12.0%	0.0%	0.0%	2.0%	0.0%	0.0%	2.0%	0.0%	100.0%	24.0%	76.0%	2.0%
Average Salary	70961	70869	69223	74886	0	0	63697	0	0	85680	0	71385	72966	71893	77054
GR 80-84															
Employees	1	4	0	0	0	0	0	0	0	0	0	5	0	4	0
% Represented	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	80.0%	0.0%
Average Salary	101702	99563	0	0	0	0	0	0	0	0	0	99990	0	99563	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	4	0	0	4	0	0	0	0	0	0	0	8	4	4	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	85799	0	0	71433	0	0	0	0	0	0	0	78616	71433	71433	56809
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
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HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Community Colleges
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	29	22	3	11	0	1	2	5	0	0	0	73	22	39	2
% Represented	39.7%	30.1%	4.1%	15.1%	0.0%	1.4%	2.7%	6.8%	0.0%	0.0%	0.0%	100.0%	30.1%	53.4%	2.7%
Average Salary	71849	65237	76373	62391	0	67322	64630	64970	0	0	0	67886	65312	64454	67784
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**47**	**89**	**9**	**43**	**0**	**2**	**3**	**7**	**0**	**1**	**0**	**201**	**65**	**142**	**7**

WM+ White Male
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ASM+ Asian Male
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Compensation Report
Correction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	2	1	6	7	0	0	0	0	0	2	0	18	15	10	2
% Represented	11.1%	5.6%	33.3%	38.9%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	100.0%	83.3%	55.6%	11.1%
Average Salary	25758	23554	24507	25252	0	0	0	0	0	23554	0	24777	24728	24743	24877
GR 55-59															
Employees	31	711	32	332	0	4	1	6	0	24	3	1144	399	1077	19
% Represented	2.7%	62.2%	2.8%	29.0%	0.0%	0.3%	0.1%	0.5%	0.0%	2.1%	0.3%	100.0%	34.9%	94.1%	1.7%
Average Salary	29284	28950	30325	28413	0	27737	32934	28253	0	28151	29261	28821	28553	28759	29348
GR 60-64															
Employees	5375	1698	2682	2607	100	44	26	13	209	102	24	12880	5783	4464	281
% Represented	41.7%	13.2%	20.8%	20.2%	0.8%	0.3%	0.2%	0.1%	1.6%	0.8%	0.2%	100.0%	44.9%	34.7%	2.2%
Average Salary	30927	30899	31066	30311	30477	29940	30420	32336	30587	30164	28568	30805	30674	30532	30810
GR 65-69															
Employees	1316	655	483	534	16	11	3	7	43	20	1	3089	1117	1227	34
% Represented	42.6%	21.2%	15.6%	17.3%	0.5%	0.4%	0.1%	0.2%	1.4%	0.6%	0.0%	100.0%	36.2%	39.7%	1.1%
Average Salary	40143	38898	39149	38064	38589	37423	37705	36587	39783	39308	38500	39325	388613	38515	39220
GR 70-74															
Employees	289	145	85	55	2	1	3	1	7	2	0	590	156	204	12
% Represented	49.0%	24.6%	14.4%	9.3%	0.3%	0.2%	0.5%	0.2%	1.2%	0.3%	0.0%	100.0%	26.4%	34.6%	2.0%
Average Salary	51706	51559	51233	50728	52912	46712	56138	49407	53892	49574	0	51543	51228	51281	53253
GR 75-79															
[illegible]oyees	81	52	23	17	0	0	3	0	2	1	0	179	46	70	3
[illegible]resented	45.3%	29.1%	12.8%	9.5%	0.0%	0.0%	1.7%	0.0%	1.1%	0.6%	0.0%	100.0%	25.7%	39.1%	1.7%
Average Salary	69289	61696	67487	65021	0	0	71065	0	67803	66125	0	66442	66793	62567	73063
GR 80-84															
Employees	37	17	6	4	0	0	0	1	0	1	0	66	12	23	0
% Represented	56.1%	25.8%	9.1%	6.1%	0.0%	0.0%	0.0%	1.5%	0.0%	1.5%	0.0%	100.0%	18.2%	34.8%	0.0%
Average Salary	91533	86048	85363	88968	0	0	0	90169	0	97017	0	89466	87936	87212	0
GR 85+															
Employees	60	34	20	21	1	0	7	1	0	2	0	146	52	58	6
% Represented	41.1%	23.3%	13.7%	14.4%	0.7%	0.0%	4.8%	0.7%	0.0%	1.4%	0.0%	100.0%	35.6%	39.7%	4.1%
Average Salary	143796	126148	147915	152234	107888	0	160418	145274	0	107916	0	143068	147771	134017	140527
T-Grade															
Employees	426	653	170	397	3	6	10	17	9	16	0	1707	628	1089	31
% Represented	25.0%	38.3%	10.0%	23.3%	0.2%	0.4%	0.6%	1.0%	0.5%	0.9%	0.0%	100.0%	36.8%	63.8%	1.8%
Average Salary	44734	48772	39435	42486	49629	40883	55789	55746	47527	44446	0	45410	42372	466482	34600
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Correction

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	69946	0	0	0	0	0	0	0	0	0	69946	0	69946	0
Banded															
Employees	68	33	12	9	0	0	3	4	1	0	0	130	29	46	1
% Represented	52.3%	25.4%	9.2%	6.9%	0.0%	0.0%	2.3%	3.1%	0.8%	0.0%	0.0%	100.0%	22.3%	35.4%	0.8%
Average Salary	65652	68356	56743	54411	0	0	86534	65576	40472	0	0	65023	59758	65386	88498
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**7685**	**4001**	**3519**	**3983**	**122**	**66**	**56**	**50**	**271**	**170**	**28**	**19951**	**8237**	**8270**	**389**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety with CCPS-Highway Patrol Seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
CCPS-HIGHWAY PATROL															
GR 50-54															
Employees	0	3	0	3	1	0	0	0	0	0	0	7	4	6	0
% Represented	0.0%	42.9%	0.0%	42.9%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	57.1%	85.7%	0.0%
Average Salary	0	26660	0	26103	24946	0	0	0	0	0	0	26176	25814	26381	0
GR 55-59															
Employees	5	94	2	16	1	1	0	0	0	0	0	119	20	111	1
% Represented	4.2%	79.0%	1.7%	13.4%	0.8%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.8%	93.3%	0.8%
Average Salary	32853	36611	32271	34646	34929	32145	0	0	0	0	0	36064	34298	36287	35882
GR 60-64															
Employees	132	61	9	9	0	0	0	0	0	3	1	215	21	73	6
% Represented	61.4%	28.4%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.5%	100.0%	9.8%	34.0%	2.8%
Average Salary	37870	36636	34972	35618	0	0	0	0	0	42942	29502	37336	36387	36770	34801
GR 65-69															
Employees	1221	52	150	9	11	0	8	0	35	0	18	1504	213	61	12
% Represented	81.2%	3.5%	10.0%	0.6%	0.7%	0.0%	0.5%	0.0%	2.3%	0.0%	1.2%	100.0%	14.2%	4.1%	0.8%
Average Salary	51387	47535	53351	48959	45736	0	45014	0	50541	0	36568	51163	51913	47390	49477
GR 70-74															
Employees	278	6	43	0	1	1	0	0	5	1	0	335	51	8	2
% Represented	83.0%	1.8%	12.8%	0.0%	0.3%	0.3%	0.0%	0.0%	1.5%	0.3%	0.0%	100.0%	15.2%	2.4%	0.6%
Average Salary	65615	65443	65594	0	64431	64431	0	0	65645	64431	0	65599	65531	65190	61084
GR 75-79															
Employees	49	4	9	0	0	0	0	0	0	0	0	62	9	4	1
% Represented	79.0%	6.5%	14.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	14.5%	6.5%	1.6%
Average Salary	79621	80312	80572	0	0	0	0	0	0	0	0	79803	80572	80312	77277
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	117406	67499	0	0	0	0	0	0	0	0	0	92453	0	67499	0
GR 85+															
Employees	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	95539	0	0	0	0	0	0	0	0	0	0	95539	0	0	0
T-Grade															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	58939	0	0	0	0	0	0	0	58939	58939	58939	46901
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
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Compensation Report

Crime Control and Public Safety with CCPS-Highway Patrol Seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	33	11	3	2	0	0	0	2	0	0	0	51	7	15	1
% Represented	64.7%	21.6%	5.9%	3.9%	0.0%	0.0%	0.0%	3.9%	0.0%	0.0%	0.0%	100.0%	13.7%	29.4%	2.0%
Average Salary	57720	58009	43534	44668	0	0	0	67849	0	0	0	56833	50805	57542	52966
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CCPS-HIGHWAY PATROL TOTAL GRADE															
	1721	**232**	**216**	**40**	**14**	**2**	**8**	**2**	**40**	**4**	**19**	**2298**	**326**	**280**	**23**
% Represented	74.9%	10.1%	9.4%	1.7%	0.6%	0.1%	0.3%	0.1%	1.7%	0.2%	0.8%	100.0%	14.2%	12.2%	1.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety with CCPS-Highway Patrol Seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
CRIME CONTROL & PUBLIC SAFETY															
GR 50-54															
Employees	2	2	1	3	0	0	0	0	1	0	0	9	5	5	0
% Represented	22.2%	22.2%	11.1%	33.3%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	100.0%	55.6%	55.6%	0.0%
Average Salary	25207	25442	23801	24200	0	0	0	0	23222	0	0	24547	23925	24697	0
GR 55-59															
Employees	5	30	1	6	0	1	0	0	0	1	0	44	9	38	1
% Represented	11.4%	68.2%	2.3%	13.6%	0.0%	2.3%	0.0%	0.0%	0.0%	2.3%	0.0%	100.0%	20.5%	86.4%	2.3%
Average Salary	28985	31716	28941	31293	0	33991	0	0	0	30806	0	31316	31277	31685	26735
GR 60-64															
Employees	15	25	4	16	1	0	0	0	1	1	0	63	23	42	1
% Represented	23.8%	39.7%	6.3%	25.4%	1.6%	0.0%	0.0%	0.0%	1.6%	1.6%	0.0%	100.0%	36.5%	66.7%	1.6%
Average Salary	33338	36029	35807	35806	32732	0	0	0	38540	33921	0	35259	35710	35890	31556
GR 65-69															
Employees	29	13	4	4	0	0	0	0	0	1	0	51	9	18	0
% Represented	56.9%	25.5%	7.8%	7.8%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	100.0%	17.6%	35.3%	0.0%
Average Salary	38637	42743	40215	44778	0	0	0	0	0	38616	0	40288	42065	42966	0
GR 70-74															
Employees	55	29	13	25	0	1	0	0	0	1	0	124	40	56	0
% Represented	44.4%	23.4%	10.5%	20.2%	0.0%	0.8%	0.0%	0.0%	0.0%	0.8%	0.0%	100.0%	32.3%	45.2%	0.0%
Average Salary	47418	45696	42202	42734	0	38174	0	0	0	48438	0	45458	42590	44288	0
GR 75-79															
Employees	12	3	0	1	0	0	0	0	0	0	0	16	1	4	0
% Represented	75.0%	18.8%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.3%	25.0%	0.0%
Average Salary	62095	64521	0	69887	0	0	0	0	0	0	0	63100	69887	65863	0
GR 80-84															
Employees	1	1	0	0	1	0	0	0	0	0	0	3	1	1	0
% Represented	33.3%	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Average Salary	66717	65756	0	0	65756	0	0	0	0	0	0	66076	65756	65756	0
GR 85+															
Employees	2	0	0	1	0	0	0	0	0	0	0	3	1	1	0
% Represented	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	0.0%
Average Salary	91949	0	0	94706	0	0	0	0	0	0	0	94706	94706	94706	0
T-Grade															
Employees	14	2	1	3	0	0	1	0	0	0	0	21	5	5	1
% Represented	66.7%	9.5%	4.8%	14.3%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	100.0%	23.8%	23.8%	4.8%
Average Salary	44531	55816	46124	58585	0	0	51463	0	0	0	0	48020	54669	57477	51014
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Crime Control and Public Safety with CCPS-Highway Patrol Seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	1	0	1	0	0	0	0	0	0	0	3	1	2	0
% Represented	33.3%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	66.7%	0.0%
Average Salary	77350	75895	0	89340	0	0	0	0	0	0	0	80862	89340	82618	0
Banded															
Employees	146	25	21	9	1	0	2	1	3	0	0	208	37	35	4
% Represented	70.2%	12.0%	10.1%	4.3%	0.5%	0.0%	1.0%	0.5%	1.4%	0.0%	0.0%	100.0%	17.8%	16.8%	1.9%
Average Salary	53402	49007	47206	50512	72607	0	63916	32409	40470	0	0	52173	49465	48920	63171
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CRIME CONTROL & PUBLIC SAFETY TOTAL GRADE															
	282	131	45	69	3	2	3	1	5	4	0	545	132	207	7
% Represented	51.7%	24.0%	8.3%	12.7%	0.6%	0.4%	0.6%	0.2%	0.9%	0.7%	0.0%	100.0%	24.2%	38.0%	1.3%

Overall Total															
	2003	363	261	109	17	4	11	3	45	8	19	2843	458	487	30
% Represented	70.5%	12.8%	9.2%	3.8%	0.6%	0.1%	0.4%	0.1%	1.6%	0.3%	0.7%	100.0%	16.1%	17.1%	1.1%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Cultural Resources
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	3	2	1	0	0	0	0	0	0	0	0	6	1	2	2
% Represented	50.0%	33.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.7%	33.3%	33.3%
Average Salary	27210	24700	23167	0	0	0	0	0	0	0	0	25700	23167	24700	26389
GR 55-59															
Employees	55	69	16	25	1	1	3	2	0	0	1	173	48	97	10
% Represented	31.8%	39.9%	9.2%	14.5%	0.6%	0.6%	1.7%	1.2%	0.0%	0.0%	0.6%	100.0%	27.7%	56.1%	5.8%
Average Salary	26890	27586	28121	28681	24861	28356	26591	31212	0	0	23338	27561	28383	27904	25904
GR 60-64															
Employees	71	80	8	9	0	1	0	1	0	0	0	170	19	91	7
% Represented	41.8%	47.1%	4.7%	5.3%	0.0%	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%	100.0%	11.2%	53.5%	4.1%
Average Salary	32060	33861	32631	34143	0	35084	0	33648	0	0	0	33072	33530	33900	33714
GR 65-69															
Employees	70	82	3	5	0	1	0	1	0	0	0	162	10	89	4
% Represented	43.2%	50.6%	1.9%	3.1%	0.0%	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%	100.0%	6.2%	54.9%	2.5%
Average Salary	40616	36979	36426	42257	0	47000	0	35337	0	0	0	38755	40290	37369	39015
GR 70-74															
Employees	44	39	1	4	0	0	0	0	1	0	0	89	6	43	2
% Represented	49.4%	43.8%	1.1%	4.5%	0.0%	0.0%	0.0%	0.0%	1.1%	0.0%	0.0%	100.0%	6.7%	48.3%	2.2%
Average Salary	55407	50318	40764	47754	0	0	0	0	54341	0	0	52657	47687	50080	82508
GR 75-79															
Employees	7	5	0	1	0	0	0	0	0	0	0	13	1	6	0
% Represented	53.8%	38.5%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	46.2%	0.0%
Average Salary	79120	78856	0	73598	0	0	0	0	0	0	0	78594	73598	77980	0
GR 80-84															
Employees	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	96998	0	0	0	0	0	0	0	0	0	0	96998	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	7	4	0	1	0	0	0	0	0	0	0	12	1	5	0
% Represented	58.3%	33.3%	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	8.3%	41.7%	0.0%
Average Salary	70561	68292	0	43769	0	0	0	0	0	0	0	67572	43769	63387	34547
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Cultural Resources

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	61650	0	0	0	0	0	0	0	0	0	61650	0	61650	0
Banded															
Employees	46	58	9	11	0	2	0	0	0	0	0	126	22	71	6
% Represented	36.5%	46.0%	7.1%	8.7%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	17.5%	56.3%	4.8%
Average Salary	42804	48040	38522	38160	0	45035	0	0	0	0	0	44538	38933	46424	35117
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**305**	**340**	**38**	**56**	**1**	**5**	**3**	**4**	**1**	**0**	**1**	**754**	**108**	**405**	**31**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Employment Security Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	7	51	8	71	1	1	1	0	0	0	0	140	82	123	12
% Represented	5.0%	36.4%	5.7%	50.7%	0.7%	0.7%	0.7%	0.0%	0.0%	0.0%	0.0%	100.0%	58.6%	87.9%	8.6%
Average Salary	33125	31217	31505	30195	32131	31900	33303	0	0	0	0	30837	30405	30633	30914
GR 60-64															
Employees	8	33	10	60	0	2	0	2	0	0	0	115	74	97	5
% Represented	7.0%	28.7%	8.7%	52.2%	0.0%	1.7%	0.0%	1.7%	0.0%	0.0%	0.0%	100.0%	64.3%	84.3%	4.3%
Average Salary	36379	37647	36074	35844	0	34531	0	35632	0	0	0	36392	35834	36426	36401
GR 65-69															
Employees	208	198	78	162	2	8	1	5	3	6	0	671	265	379	75
% Represented	31.0%	29.5%	11.6%	24.1%	0.3%	1.2%	0.1%	0.7%	0.4%	0.9%	0.0%	100.0%	39.5%	56.5%	11.2%
Average Salary	39578	39346	37437	39151	33313	36378	32424	35300	34445	38328	0	39024	38349	39130	38941
GR 70-74															
Employees	47	61	16	41	1	0	0	1	2	1	0	170	62	104	10
% Represented	27.6%	35.9%	9.4%	24.1%	0.6%	0.0%	0.0%	0.6%	1.2%	0.6%	0.0%	100.0%	36.5%	61.2%	5.9%
Average Salary	54024	53263	51854	51539	54240	0	0	55170	47309	46698	0	52833	51508	52538	52265
GR 75-79															
Employees	25	23	10	8	0	0	0	0	0	0	0	66	18	31	11
% Represented	37.9%	34.8%	15.2%	12.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	47.0%	16.7%
Average Salary	69819	66316	68495	64967	0	0	0	0	0	0	0	67809	66927	65968	64716
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	97951	0	0	0	0	0	0	0	0	0	97951		97951	42587
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
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HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Employment Security Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	100	64	28	49	4	0	5	6	0	1	1	258	93	120	9
% Represented	38.8%	24.8%	10.9%	19.0%	1.6%	0.0%	1.9%	2.3%	0.0%	0.4%	0.4%	100.0%	36.0%	46.5%	3.5%
Average Salary	68052	58588	55779	51791	61899	0	57003	72002	0	61112	65022	61028	55111	56504	53016
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**395**	**432**	**150**	**391**	**8**	**11**	**7**	**14**	**5**	**8**	**1**	**1422**	**594**	**856**	**122**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Environment and Natural Resources

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	13	20	2	0	0	0	0	0	0	1	0	36	3	21	1
% Represented	36.1%	55.6%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	0.0%	100.0%	8.3%	58.3%	2.8%
Average Salary	23184	22022	24146	0	0	0	0	0	0	23167	0	22592	23819	22077	23749
GR 55-59															
Employees	70	241	7	55	0	3	0	2	0	1	2	381	68	302	9
% Represented	18.4%	63.3%	1.8%	14.4%	0.0%	0.8%	0.0%	0.5%	0.0%	0.3%	0.5%	100.0%	17.8%	79.3%	2.4%
Averege Salary	26968	27965	28771	29603	0	26185	0	25160	0	28337	27853	28005	29217	28238	29230
GR 60-64															
Employees	295	173	26	35	5	2	0	1	1	4	7	549	74	215	10
% Represented	53.7%	31.5%	4.7%	6.4%	0.9%	0.4%	0.0%	0.2%	0.2%	0.7%	1.3%	100.0%	13.5%	39.2%	1.8%
Average Salary	32811	32691	34179	35034	33897	31811	0	36808	29850	37936	28805	32974	34680	33150	32291
GR 65-69															
Employees	254	168	11	24	0	4	3	2	4	2	1	473	50	200	4
% Represented	53.7%	35.5%	2.3%	5.1%	0.0%	0.8%	0.6%	0.4%	0.8%	0.4%	0.2%	100.0%	10.6%	42.3%	0.8%
Averege Salary	39706	39158	39071	42692	0	39326	38155	38587	37913	43074	44655	39640	40822	39619	40690
GR 70-74															
Employees	550	303	23	24	5	4	14	9	7	2	4	945	88	342	9
% Represented	58.2%	32.1%	2.4%	2.5%	0.5%	0.4%	1.5%	1.0%	0.7%	0.2%	0.4%	100.0%	9.3%	36.2%	1.0%
Average Salary	49995	47573	50124	49881	48933	45517	49723	50279	47043	46875	46089	49148	49414	47778	48972
GR 75-79															
Employees	322	122	17	10	0	2	17	6	0	3	0	499	55	143	4
% Represented	64.5%	24.4%	3.4%	2.0%	0.0%	0.4%	3.4%	1.2%	0.0%	0.6%	0.0%	100.0%	11.0%	28.7%	0.8%
Averege Salary	64548	61257	61518	60773	0	59735	67071	60942	0	67862	0	63608	63317	61327	55712
GR 80-84															
Employees	47	9	1	1	0	0	0	0	0	0	0	58	2	10	1
% Represented	81.0%	15.5%	1.7%	1.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	3.4%	17.2%	1.7%
Average Salary	87769	84691	77616	85599	0	0	0	0	0	0	0	87079	81608	84782	96018
GR 85+															
Employees	5	1	0	0	0	0	0	0	0	0	0	6	0	1	0
% Represented	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.7%	0.0%
Average Salary	115702	109795	0	0	0	0	0	0	0	0	0	114718	0	109795	0
T-Grade															
Employees	40	33	3	1	1	0	0	0	0	0	0	78	5	34	2
% Represented	51.3%	42.3%	3.8%	1.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	6.4%	43.6%	2.6%
Average Salary	53977	54361	76825	28944	34426	0	0	0	0	0	0	54446	58769	53613	39769
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Environment and Natural Resources

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	8	5	0	0	0	0	0	0	0	0	0	13	0	5	0
% Represented	61.5%	38.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	38.5%	0.0%
Average Salary	87952	65527	0	0	0	0	0	0	0	0	0	79327	0	65527	0
Banded															
Employees	561	115	15	6	2	0	9	8	5	0	3	724	45	129	3
% Represented	77.5%	15.9%	2.1%	0.8%	0.3%	0.0%	1.2%	1.1%	0.7%	0.0%	0.4%	100.0%	6.2%	17.8%	0.4%
Average Salary	45226	43499	58417	46456	35549	0	57221	61863	41768	0	34364	45472	54329	44776	40785
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**2165**	**1190**	**105**	**156**	**13**	**15**	**43**	**28**	**17**	**13**	**17**	**3762**	**390**	**1402**	**43**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Health and Human Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
HHS-403(B) PARTICIPANTS															
GR 50-54															
Employees	0	0	2	2	0	0	0	0	0	0	0	4	4	2	0
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
Average Salary	0	0	24689	25002	0	0	0	0	0	0	0	24845	24845	25002	0
GR 55-59															
Employees	0	3	1	4	0	0	0	0	0	0	0	8	5	7	0
% Represented	0.0%	37.5%	12.5%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	62.5%	87.5%	0.0%
Average Salary	0	30712	26548	28043	0	0	0	0	0	0	0	28857	27744	29187	0
GR 60-64															
Employees	0	2	1	3	0	0	0	0	0	0	0	6	4	5	0
% Represented	0.0%	33.3%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	66.7%	83.3%	0.0%
Average Salary	0	34775	35086	31111	0	0	0	0	0	0	0	32995	32105	32576	0
GR 65-69															
Employees	2	1	1	0	0	0	0	0	0	0	0	4	1	1	1
% Represented	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	25.0%
Average Salary	47349	45139	51252	0	0	0	0	0	0	0	0	47772	51252	45139	44060
GR 70-74															
Employees	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	53192	0	57749	0	0	0	0	0	0	0	0	55471	57749	0	0
GR 75-79															
Employees	0	1	0	0	0	1	0	0	0	0	0	2	1	2	0
% Represented	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	100.0%	0.0%
Average Salary	0	58706	0	0	0	86037	0	0	0	0	0	72372	86037	72372	0
GR 80-84															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	83346	87334	0	0	0	0	0	0	0	0	0	85340	0	87334	0
GR 85+															
Employees	1	5	0	0	0	0	2	1	0	0	1	10	3	6	0
% Represented	10.0%	50.0%	0.0%	0.0%	0.0%	0.0%	20.0%	10.0%	0.0%	0.0%	10.0%	100.0%	30.0%	60.0%	0.0%
Average Salary	159263	170954	0	0	0	0	174166	172720	0	0	141295	166809	173684	171396	0
T-Grade															
Employees	0	2	0	7	0	0	0	0	0	0	1	10	7	9	0
% Represented	0.0%	20.0%	0.0%	70.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	100.0%	70.0%	90.0%	0.0%
Average Salary	0	91781	0	49584	0	0	0	0	0	0	49920	58057	49584	58057	46990
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Health and Human Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HHS-403(b) PARTICIPANTS TOTAL GRADE															
Total GR	5	15	6	16	0	1	2	1	0	0	2	48	26	33	1
% Represented	10.4%	31.3%	12.5%	33.3%	0.0%	2.1%	4.2%	2.1%	0.0%	0.0%	4.2%	100.0%	54.2%	68.8%	2.1%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Health and Human Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
HEALTH & HUMAN SERVICES															
GR 50-54															
Employees	125	297	256	426	3	7	5	8	1	1	2	1131	707	739	46
% Represented	11.1%	26.3%	22.6%	37.7%	0.3%	0.6%	0.4%	0.7%	0.1%	0.1%	0.2%	100.0%	62.5%	65.3%	4.1%
Average Salary	24114	23148	24078	23936	23854	22434	24115	20626	25533	23167	16551	23736	23937	23566	24045
GR 55-59															
Employees	473	1474	855	2500	10	18	6	19	2	12	30	5399	3422	4023	133
% Represented	8.8%	27.3%	15.8%	46.3%	0.2%	0.3%	0.1%	0.4%	0.0%	0.2%	0.6%	100.0%	63.4%	74.5%	2.5%
Average Salary	26813	28184	26599	26883	27688	26904	26197	27638	25669	28944	26697	27193	26823	27365	27730
GR 60-64															
Employees	368	831	302	727	9	22	5	5	1	7	9	2286	1078	1592	77
% Represented	16.1%	36.4%	13.2%	31.8%	0.4%	1.0%	0.2%	0.2%	0.0%	0.3%	0.4%	100.0%	47.2%	69.6%	3.4%
Average Salary	34565	34340	31921	32161	32981	34390	30821	34617	35669	33019	31600	33337	32160	33331	32613
GR 65-69															
Employees	393	1082	111	546	13	18	1	15	2	20	65	2266	726	1681	88
% Represented	17.3%	47.7%	4.9%	24.1%	0.6%	0.8%	0.0%	0.7%	0.1%	0.9%	2.9%	100.0%	32.0%	74.2%	3.9%
Average Salary	41862	40676	40337	39180	40640	37293	44280	38499	38514	39796	35342	40302	39344	39973	41479
GR 70-74															
Employees	389	1422	100	448	8	15	11	25	5	16	23	2462	628	1926	66
% Represented	15.8%	57.8%	4.1%	18.2%	0.3%	0.6%	0.4%	1.0%	0.2%	0.6%	0.9%	100.0%	25.5%	78.2%	2.7%
Average Salary	54272	52054	52919	50030	54305	50679	50487	51763	48027	53100	52507	52063	50699	51588	53787
GR 75-79															
ployees	203	382	17	89	2	6	7	6	0	0	2	714	127	483	21
% Represented	28.4%	53.5%	2.4%	12.5%	0.3%	0.8%	1.0%	0.8%	0.0%	0.0%	0.3%	100.0%	17.8%	67.6%	2.9%
Average Salary	69265	66617	67716	64085	70870	65994	74870	68809	0	0	67378	67189	65586	66175	67074
GR 80-84															
Employees	71	100	6	15	0	1	5	3	1	0	0	202	31	119	5
% Represented	35.1%	49.5%	3.0%	7.4%	0.0%	0.5%	2.5%	1.5%	0.5%	0.0%	0.0%	100.0%	15.3%	58.9%	2.5%
Average Salary	92121	88815	87424	92554	0	85625	92272	72784	97279	0	0	90087	89531	88855	98531
GR 85+															
Employees	161	359	27	67	1	4	20	17	0	0	8	664	136	447	47
% Represented	24.2%	54.1%	4.1%	10.1%	0.2%	0.6%	3.0%	2.6%	0.0%	0.0%	1.2%	100.0%	20.5%	67.3%	7.1%
Average Salary	157313	141458	155362	108399	161309	118017	165528	149759	0	0	90603	149454	151467	139521	138176
T-Grade															
Employees	282	1334	181	590	7	6	13	19	1	4	9	2446	821	1953	78
% Represented	11.5%	54.5%	7.4%	24.1%	0.3%	0.2%	0.5%	0.8%	0.0%	0.2%	0.4%	100.0%	33.6%	79.8%	3.2%
Average Salary	49438	48346	37411	44080	36427	44456	36704	49215	24861	53171	46392	46526	42570	47060	41242
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Health and Human Services
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	213	126	45	51	8	2	19	25	1	1	5	496	152	205	11
% Represented	42.9%	25.4%	9.1%	10.3%	1.6%	0.4%	3.8%	5.0%	0.2%	0.2%	1.0%	100.0%	30.6%	41.3%	2.2%
Average Salary	64914	61688	53287	58112	63222	58660	78845	64938	61360	66788	51790	62687	60752	61095	67125
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
HEALTH & HUMAN SERVICES TOTAL GRADE															
Total GR	**2678**	**7407**	**1900**	**5459**	**61**	**99**	**92**	**142**	**14**	**61**	**154**	**18067**	**7828**	**13168**	**572**
% Represented	14.8%	41.0%	10.5%	30.2%	0.3%	0.5%	0.5%	0.8%	0.1%	0.3%	0.9%	100.0%	43.3%	72.9%	3.2%

Overall Total															
Total GR	**2683**	**7422**	**1906**	**5475**	**61**	**100**	**94**	**143**	**14**	**61**	**156**	**18115**	**7854**	**13201**	**573**
% Represented	14.8%	41.0%	10.5%	30.2%	0.3%	0.6%	0.5%	0.8%	0.1%	0.3%	0.9%	100.0%	43.4%	72.9%	3.2%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
ITS
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Average Salary	0	34895	28167	32420	0	0	0	0	0	0	0	32933	31812	33410	28167
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	2	1	1	0	0	0	0	0	0	0	4	2	3	0
% Represented	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
Average Salary	0	55327	38627	47344	0	0	0	0	0	0	0	49156	42986	52666	0
GR 70-74															
Employees	0	3	0	2	0	0	0	0	0	0	0	5	2	5	0
% Represented	0.0%	60.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	100.0%	0.0%
Average Salary	0	56016	0	52138	0	0	0	0	0	0	0	54465	52138	54465	0
GR 75-79															
Employees	2	6	1	1	0	0	1	0	0	0	0	11	3	7	0
% Represented	18.2%	54.5%	9.1%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	27.3%	63.6%	0.0%
Average Salary	63751	68455	59428	69788	0	0	73786	0	0	0	0	67385	67667	68646	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	101867	100107	0	0	0	0	0	0	0	0	0	100987	0	100107	69312
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

ITS

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	0	0	0	1	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	150000	0	0	0	150000	0	0	0	0	0	0	150000	150000	0	0
Banded															
Employees	271	148	49	35	6	1	18	6	2	0	1	537	117	190	6
% Represented	50.5%	27.6%	9.1%	6.5%	1.1%	0.2%	3.4%	1.1%	0.4%	0.0%	0.2%	100.0%	21.8%	35.4%	1.1%
Average Salary	79482	66592	65329	57225	67821	30560	84675	82929	67496	0	36924	73055	66651	65045	69312
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**275**	**160**	**52**	**39**	**7**	**1**	**19**	**6**	**2**	**0**	**1**	**562**	**126**	**206**	**6**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Insurance

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	5	21	0	13	0	1	0	0	0	1	0	41	15	36	0
% Represented	12.2%	51.2%	0.0%	31.7%	0.0%	2.4%	0.0%	0.0%	0.0%	2.4%	0.0%	100.0%	36.6%	87.8%	0.0%
Average Salary	31931	30304	0	32659	0	33654	0	0	0	26028	0	31227	32284	31129	0
GR 60-64															
Employees	0	26	1	11	0	1	0	0	0	0	0	39	13	38	0
% Represented	0.0%	66.7%	2.6%	28.2%	0.0%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	97.4%	0.0%
Average Salary	0	38471	41501	38151	0	35100	0	0	0	0	0	38372	38174	38290	0
GR 65-69															
Employees	8	24	0	8	0	0	0	0	0	0	0	40	8	32	2
% Represented	20.0%	60.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	80.0%	5.0%
Average Salary	42765	45916	0	39964	0	0	0	0	0	0	0	44095	39964	44428	39525
GR 70-74															
Employees	46	31	5	15	0	0	0	1	0	0	0	98	21	47	1
% Represented	46.9%	31.6%	5.1%	15.3%	0.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%	100.0%	21.4%	48.0%	1.0%
Average Salary	53249	54764	52949	51696	0	0	0	51375	0	0	0	53456	51979	53713	45950
GR 75-79															
Employees	7	10	1	5	0	0	0	0	0	0	0	23	6	15	0
% Represented	30.4%	43.5%	4.3%	21.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	26.1%	65.2%	0.0%
Average Salary	72251	64520	75854	67663	0	0	0	0	0	0	0	68049	69028	65568	0
GR 80-84															
Employees	6	2	1	0	0	1	0	0	0	0	0	10	2	3	0
% Represented	60.0%	20.0%	10.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	30.0%	0.0%
Average Salary	102031	94537	89078	0	0	128181	0	0	0	0	0	101852	108630	105752	0
GR 85+															
Employees	3	2	0	0	0	0	0	0	0	0	0	5	0	2	0
% Represented	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	40.0%	0.0%
Average Salary	76003	109310	0	0	0	0	0	0	0	0	0	89326	0	109310	0
T-Grade															
Employees	15	8	2	3	1	0	0	0	0	0	0	29	6	11	0
% Represented	51.7%	27.6%	6.9%	10.3%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.7%	37.9%	0.0%
Average Salary	65781	60666	54426	68077	114136	0	0	0	0	0	0	65491	71203	62687	55932
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Insurance

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	72	30	10	6	2	2	2	8	0	0	0	132	30	46	4
% Represented	54.5%	22.7%	7.6%	4.5%	1.5%	1.5%	1.5%	6.1%	0.0%	0.0%	0.0%	100.0%	22.7%	34.8%	3.0%
Average Salary	73733	71619	67882	62620	92197	55506	72685	58637	0	0	0	71377	65480	67487	66631
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**162**	**154**	**20**	**61**	**3**	**5**	**2**	**9**	**0**	**1**	**0**	**417**	**101**	**230**	**7**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Justice with SBI Seperate
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
JUSTICE															
GR 50-54															
Employees	1	5	2	2	0	0	0	0	0	1	0	11	5	8	1
% Represented	9.1%	45.5%	18.2%	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	100.0%	45.5%	72.7%	9.1%
Average Salary	28475	23006	25421	20717	0	0	0	0	0	25294	0	23734	23514	22720	28475
GR 55-59															
Employees	4	14	1	15	0	0	0	0	0	0	0	34	16	29	0
% Represented	11.8%	41.2%	2.9%	44.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	47.1%	85.3%	0.0%
Average Salary	31391	31416	29477	30025	0	0	0	0	0	0	0	30743	29991	30697	0
GR 60-64															
Employees	7	70	0	29	0	1	0	0	0	1	1	109	31	101	4
% Represented	6.4%	64.2%	0.0%	26.6%	0.0%	0.9%	0.0%	0.0%	0.0%	0.9%	0.9%	100.0%	28.4%	92.7%	3.7%
Average Salary	35367	34824	0	35446	0	33100	0	0	0	34311	27675	34938	35334	34909	33991
GR 65-69															
Employees	26	45	1	18	0	2	0	0	0	0	0	92	21	65	3
% Represented	28.3%	48.9%	1.1%	19.6%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	22.8%	70.7%	3.3%
Average Salary	42584	41192	39731	41392	0	45550	0	0	0	0	0	41703	41709	41381	45326
GR 70-74															
Employees	31	24	3	5	0	0	0	0	0	0	0	63	8	29	0
% Represented	49.2%	38.1%	4.8%	7.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	12.7%	46.0%	0.0%
Average Salary	52695	50388	55302	50526	0	0	0	0	0	0	0	51768	52317	50412	0
GR 75-79															
Employees	8	10	1	0	0	1	0	0	0	0	0	20	2	11	0
% Represented	40.0%	50.0%	5.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	55.0%	0.0%
Average Salary	62804	60941	72092	0	0	56613	0	0	0	0	0	62028	64353	60548	0
GR 80-84															
Employees	23	31	1	9	0	2	1	1	0	0	0	68	14	43	0
% Represented	33.8%	45.6%	1.5%	13.2%	0.0%	2.9%	1.5%	1.5%	0.0%	0.0%	0.0%	100.0%	20.6%	63.2%	0.0%
Average Salary	71636	68636	64737	67272	0	68040	63695	66405	0	0	0	69290	66883	68271	0
GR 85+															
Employees	94	70	8	11	0	0	2	3	0	0	0	188	24	84	3
% Represented	50.0%	37.2%	4.3%	5.9%	0.0%	0.0%	1.1%	1.6%	0.0%	0.0%	0.0%	100.0%	12.8%	44.7%	1.6%
Average Salary	100204	92349	96331	89788	0	0	85877	84111	0	0	0	96096	90933	91719	92912
T-Grade															
Employees	1	3	1	0	0	0	0	0	0	0	0	5	1	3	0
% Represented	20.0%	60.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	60.0%	0.0%
Average Salary	58066	74698	54974	0	0	0	0	0	0	0	0	67427	54974	74698	52558
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
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BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Justice with SBI Seperate
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	18	14	5	9	0	0	0	1	0	0	0	47	15	24	1
% Represented	38.3%	29.8%	10.6%	19.1%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%	100.0%	31.9%	51.1%	2.1%
Average Salary	64311	48025	61671	50188	0	0	0	57500	0	0	0	56330	54503	49231	70106
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
JUSTICE TOTAL GRADE															
	213	286	23	98	0	6	3	5	0	2	1	637	137	397	12
% Represented	33.4%	44.9%	3.6%	15.4%	0.0%	0.9%	0.5%	0.8%	0.0%	0.3%	0.2%	100.0%	21.5%	62.3%	1.9%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
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ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Justice with SBI Seperate
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
SBI															
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	1	22	1	6	0	0	0	1	0	1	0	32	9	30	0
% Represented	3.1%	68.8%	3.1%	18.8%	0.0%	0.0%	0.0%	3.1%	0.0%	3.1%	0.0%	100.0%	28.1%	93.8%	0.0%
Average Salary	31440	32280	38301	32395	0	0	0	31108	0	28556	0	32311	32482	32140	0
GR 60-64															
Employees	5	63	2	13	0	0	0	0	0	0	0	83	15	76	1
% Represented	6.0%	75.9%	2.4%	15.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	18.1%	91.6%	1.2%
Average Salary	33390	35307	33360	35120	0	0	0	0	0	0	0	35115	34885	35275	37659
GR 65-69															
Employees	15	30	2	8	0	1	1	0	0	1	0	58	13	40	2
% Represented	25.9%	51.7%	3.4%	13.8%	0.0%	1.7%	1.7%	0.0%	0.0%	1.7%	0.0%	100.0%	22.4%	69.0%	3.4%
Average Salary	37659	37068	40960	38919	0	37372	40600	0	0	39502	0	37718	39288	37506	44590
GR 70-74															
Employees	144	106	18	16	1	2	2	3	1	0	0	293	43	127	1
% Represented	49.1%	36.2%	6.1%	5.5%	0.3%	0.7%	0.7%	1.0%	0.3%	0.0%	0.0%	100.0%	14.7%	43.3%	0.3%
Average Salary	48562	45752	46731	46446	55352	50179	41173	46269	46102	0	0	47269	46680	45922	52125
GR 75-79															
Employees	80	17	6	3	0	0	0	0	2	0	0	108	11	20	0
% Represented	74.1%	15.7%	5.6%	2.8%	0.0%	0.0%	0.0%	0.0%	1.9%	0.0%	0.0%	100.0%	10.2%	18.5%	0.0%
Average Salary	70334	67917	66961	83091	0	0	0	0	66964	0	0	70058	71360	70193	0
GR 80-84															
Employees	2	1	2	0	0	0	0	0	0	0	0	5	2	1	0
% Represented	40.0%	20.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	20.0%	0.0%
Average Salary	96989	95521	93398	0	0	0	0	0	0	0	0	95259	93398	95521	0
GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	113293	0	0	0	0	0	0	0	0	0	113293	0	113293	0
T-Grade															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	88715	84491	0	0	0	0	0	0	0	0	0	86603	0	84491	47917
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Justice with SBI Seperate

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	39	14	7	7	0	0	4	3	0	0	0	74	21	24	1
% Represented	52.7%	18.9%	9.5%	9.5%	0.0%	0.0%	5.4%	4.1%	0.0%	0.0%	0.0%	100.0%	28.4%	32.4%	1.4%
Average Salary	72356	70350	53790	64327	0	0	84533	59233	0	0	0	69587	63963	67204	60623
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SBI TOTAL GRADE															
	287	255	38	53	1	3	7	7	3	2	0	656	114	320	5
% Represented	43.8%	38.9%	5.8%	8.1%	0.2%	0.5%	1.1%	1.1%	0.5%	0.3%	0.0%	100.0%	17.4%	48.8%	0.8%

Overall Total															
	500	541	61	151	1	9	10	12	3	4	1	1293	251	717	17
% Represented	38.7%	41.8%	4.7%	11.7%	0.1%	0.7%	0.8%	0.9%	0.2%	0.3%	0.1%	100.0%	19.4%	55.5%	1.3%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Juvenile Justice and Delinquency Prevention

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	1	3	0	0	0	0	0	0	0	4	4	3	0
% Represented	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	75.0%	0.0%
Average Salary	0	0	30118	25177	0	0	0	0	0	0	0	26412	26412	25177	0
GR 55-59															
Employees	9	75	10	39	0	1	0	0	0	2	0	136	52	117	2
% Represented	6.6%	55.1%	7.4%	28.7%	0.0%	0.7%	0.0%	0.0%	0.0%	1.5%	0.0%	100.0%	38.2%	86.0%	1.5%
Average Salary	29366	30661	30720	28934	0	32500	0	0	0	29877	0	30086	29382	30087	31832
GR 60-64															
Employees	16	34	37	66	1	0	0	0	0	0	0	154	104	100	2
% Represented	10.4%	22.1%	24.0%	42.9%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	67.5%	64.9%	1.3%
Average Salary	34108	34865	34267	33750	34218	0	0	0	0	0	0	34161	33938	34129	38814
GR 65-69															
Employees	118	149	145	171	3	3	2	0	2	5	1	599	331	328	2
% Represented	19.7%	24.9%	24.2%	28.5%	0.5%	0.5%	0.3%	0.0%	0.3%	0.8%	0.2%	100.0%	55.3%	54.8%	0.3%
Average Salary	39644	38896	38508	38447	41463	39347	36877	0	42408	40258	38871	38853	38551	38687	37761
GR 70-74															
Employees	45	51	25	24	0	0	0	0	0	1	0	146	50	76	2
% Represented	30.8%	34.9%	17.1%	16.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	100.0%	34.2%	52.1%	1.4%
Average Salary	51999	49894	52077	50899	0	0	0	0	0	49687	0	51080	51464	50208	56584
GR 75-79															
Employees	21	16	5	6	0	0	0	0	0	1	0	49	12	23	0
% Represented	42.9%	32.7%	10.2%	12.2%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	100.0%	24.5%	46.9%	0.0%
Average Salary	64302	68209	63143	68746	0	0	0	0	0	74560	0	66213	66896	68625	0
GR 80-84															
Employees	1	3	3	1	0	0	0	0	0	0	0	8	4	4	0
% Represented	12.5%	37.5%	37.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	106787	96885	100628	95596	0	0	0	0	0	0	0	99365	99370	96563	0
GR 85+															
Employees	22	22	20	24	0	1	1	1	0	0	0	91	47	48	4
% Represented	24.2%	24.2%	22.0%	26.4%	0.0%	1.1%	1.1%	1.1%	0.0%	0.0%	0.0%	100.0%	51.6%	52.7%	4.4%
Average Salary															
T-Grade															
Employees	85	58	210	104	3	1	1	2	0	1	3	468	322	166	10
% Represented	18.2%	12.4%	44.9%	22.2%	0.6%	0.2%	0.2%	0.4%	0.0%	0.2%	0.6%	100.0%	68.8%	35.5%	2.1%
Average Salary	34053	35736	31530	33389	30590	29785	32321	27914	0	56921	30051	32944	32175	34263	41944
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Juvenile Justice and Delinquency Prevention

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	55860	0	0	0	0	0	0	0	0	0	0	55860	0	0	0
Banded															
Employees	7	2	0	1	0	0	1	0	0	0	0	11	2	3	0
% Represented	63.6%	18.2%	0.0%	9.1%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%	100.0%	18.2%	27.3%	0.0%
Average Salary	81231	63245	0	58071	0	0	58961	0	0	0	0	73830	58516	61520	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**325**	**410**	**456**	**439**	**7**	**6**	**5**	**3**	**2**	**10**	**4**	**1667**	**928**	**868**	**22**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Labor

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	3	14	2	10	0	0	1	0	0	0	1	31	13	24	0
% Represented	9.7%	45.2%	6.5%	32.3%	0.0%	0.0%	3.2%	0.0%	0.0%	0.0%	3.2%	100.0%	41.9%	77.4%	0.0%
Average Salary	36794	28983	32383	32459	0	0	31988	0	0	0	31488	31257	32411	30474	31488
GR 60-64															
Employees	5	23	0	9	0	3	0	0	0	0	0	40	12	35	1
% Represented	12.5%	57.5%	0.0%	22.5%	0.0%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	30.0%	87.5%	2.5%
Average Salary	35864	39497	0	36236	0	35051	0	0	0	0	0	37975	35940	38277	38547
GR 65-69															
Employees	11	9	4	3	1	1	0	0	0	0	0	29	9	13	0
% Represented	37.9%	31.0%	13.8%	10.3%	3.4%	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	31.0%	44.8%	0.0%
Average Salary	44875	46023	38341	37680	37344	41173	0	0	0	0	0	43198	38325	43725	0
GR 70-74															
Employees	108	26	13	8	2	4	0	0	0	0	2	163	27	38	2
% Represented	66.3%	16.0%	8.0%	4.9%	1.2%	2.5%	0.0%	0.0%	0.0%	0.0%	1.2%	100.0%	16.6%	23.3%	1.2%
Average Salary	52987	47157	46712	50859	45528	41291	0	0	0	0	48450	51018	47050	47311	53105
GR 75-79															
Employees	40	17	6	3	1	1	1	0	1	1	0	71	14	22	1
% Represented	56.3%	23.9%	8.5%	4.2%	1.4%	1.4%	1.4%	0.0%	1.4%	1.4%	0.0%	100.0%	19.7%	31.0%	1.4%
Average Salary	61327	57120	57762	57603	67120	46635	46635	0	46635	46635	0	59115	55217	56232	64138
GR 80-84															
Employees	7	1	0	0	0	0	0	0	0	0	0	8	0	1	0
% Represented	87.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	12.5%	0.0%
Average Salary	90666	80536	0	0	0	0	0	0	0	0	0	89400	0	80536	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	25	16	3	4	1	0	0	0	0	0	0	49	8	20	2
% Represented	51.0%	32.7%	6.1%	8.2%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	16.3%	40.8%	4.1%
Average Salary	57359	53573	52845	54783	51138	0	0	0	0	0	0	55509	53601	53815	51315
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Labor

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	3	4	3	0	0	0	0	1	0	0	0	11	4	5	0
% Represented	27.3%	36.4%	27.3%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	100.0%	36.4%	45.5%	0.0%
Average Salary	77349	53527	44359	0	0	0	0	67053	0	0	0	58753	50033	56232	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**202**	**110**	**31**	**37**	**5**	**9**	**2**	**1**	**1**	**1**	**3**	**402**	**87**	**158**	**6**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Lottery

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	32000	0	0	0	0	0	0	0	32000	32000	32000	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Lottery

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	246750	0	0	0	0	0	0	0	0	0	0	246750	0	0	0
Banded															
Employees	58	78	28	44	2	4	2	1	0	0	1	218	81	127	5
% Represented	26.6%	35.8%	12.8%	20.2%	0.9%	1.8%	0.9%	0.5%	0.0%	0.0%	0.5%	100.0%	37.2%	58.3%	2.3%
Average Salary	52933	51044	46961	41347	50608	53264	77674	105000	0	0	32000	49506	45788	48053	48508
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**59**	**78**	**28**	**45**	**2**	**4**	**2**	**1**	**0**	**0**	**1**	**220**	**82**	**128**	**5**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Budget
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	0	0	2	0	0	0	0	0	0	0	2	2	2	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	43050	0	0	0	0	0	0	0	43050	43050	43050	0
GR 70-74															
Employees	0	0	0	1	0	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	62429	0	0	0	0	0	0	0	62429	62429	62429	0
GR 75-79															
Employees	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	64356	0	0	79679	0	0	0	0	0	0	0	72018	79679	79679	0
GR 80-84															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	83873	0	0	0	0	0	0	0	0	0	83873	0	83873	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Budget
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	22	21	3	11	0	0	1	0	0	0	0	58	15	32	0
% Represented	37.9%	36.2%	5.2%	19.0%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	100.0%	25.9%	55.2%	0.0%
Average Salary	80488	78702	87776	58799	0	0	65639	0	0	0	0	75849	65050	71860	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**23**	**22**	**3**	**15**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**64**	**19**	**37**	**0**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Personnel
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	40437	0	0	0	0	0	0	0	0	0	40437	0	40437	0
GR 65-69															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 70-74															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	65259	0	0	65259	65259	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	48385	0	0	0	0	0	0	0	0	0	48385	0	48385	101436
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Office of State Personnel
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	17	33	5	23	0	2	1	0	0	0	1	82	31	58	2
% Represented	20.7%	40.2%	6.1%	28.0%	0.0%	2.4%	1.2%	0.0%	0.0%	0.0%	1.2%	100.0%	37.8%	70.7%	2.4%
Average Salary	69876	60269	64378	53721	0	52555	91742	0	0	0	64733	60925	56591	57406	101436
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**17**	**35**	**5**	**23**	**0**	**2**	**1**	**0**	**1**	**0**	**1**	**85**	**32**	**60**	**2**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Public Instruction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	3	2	3	8	0	0	0	0	0	0	0	16	11	10	0
% Represented	18.8%	12.5%	18.8%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	68.8%	62.5%	0.0%
Average Salary	29472	35802	22879	32695	0	0	0	0	0	0	0	30638	30018	33316	0
GR 60-64															
Employees	7	49	1	32	0	1	0	0	0	1	0	91	35	83	2
% Represented	7.7%	53.8%	1.1%	35.2%	0.0%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	100.0%	38.5%	91.2%	2.2%
Average Salary	36897	36931	35632	35852	0	33340	0	0	0	35307	0	36477	35758	36452	34745
GR 65-69															
Employees	6	22	3	16	0	0	0	1	0	1	0	49	21	40	1
% Represented	12.2%	44.9%	6.1%	32.7%	0.0%	0.0%	0.0%	2.0%	0.0%	2.0%	0.0%	100.0%	42.9%	81.6%	2.0%
Average Salary	43946	44008	42514	41415	0	0	0	39918	0	37786	0	42852	41328	42713	48995
GR 70-74															
Employees	9	22	4	13	0	1	0	0	0	0	0	49	18	36	0
% Represented	18.4%	44.9%	8.2%	26.5%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.7%	73.5%	0.0%
Average Salary	57790	59684	56649	51298	0	66006	0	0	0	0	0	56992	53304	56831	0
GR 75-79															
Employees	59	114	13	56	1	0	1	2	0	3	4	253	76	175	3
% Represented	23.3%	45.1%	5.1%	22.1%	0.4%	0.0%	0.4%	0.8%	0.0%	1.2%	1.6%	100.0%	30.0%	69.2%	1.2%
Average Salary	73244	72820	71928	69672	70967	0	73648	54970	0	63966	74819	71957	69515	71532	75755
GR 80-84															
Employees	10	21	2	4	0	0	0	0	0	1	0	38	7	26	0
% Represented	26.3%	55.3%	5.3%	10.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	100.0%	18.4%	68.4%	0.0%
Average Salary	106155	96938	110841	96461	0	0	0	0	0	101364	0	100162	101270	97035	0
GR 85+															
Employees	2	1	0	0	0	0	0	0	0	0	1	4	0	1	0
% Represented	50.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	25.0%	0.0%
Average Salary	132298	141782	0	0	0	0	0	0	0	0	118163	131135	0	129973	118163
T-Grade															
Employees	15	12	1	4	0	0	1	0	0	1	0	34	7	17	0
% Represented	44.1%	35.3%	2.9%	11.8%	0.0%	0.0%	2.9%	0.0%	0.0%	2.9%	0.0%	100.0%	20.6%	50.0%	0.0%
Average Salary	87281	82194	82278	80273	0	0	94286	0	0	97279	0	85014	84991	82629	71611
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Public Instruction
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	1	1	0	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	149604	67143	0	0	0	0	0	0	0	0	0	108374	0	67143	0
Banded															
Employees	56	44	13	19	0	1	8	7	0	0	2	150	48	71	0
% Represented	37.3%	29.3%	8.7%	12.7%	0.0%	0.7%	5.3%	4.7%	0.0%	0.0%	1.3%	100.0%	32.0%	47.3%	0.0%
Average Salary	81621	64950	64700	62226	0	44914	74826	69672	0	0	82004	71648	65721	64887	82004
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**168**	**288**	**40**	**152**	**1**	**3**	**10**	**10**	**0**	**7**	**7**	**686**	**223**	**460**	**6**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Revenue
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	19	77	18	119	0	0	1	8	0	0	0	242	146	204	6
% Represented	7.9%	31.8%	7.4%	49.2%	0.0%	0.0%	0.4%	3.3%	0.0%	0.0%	0.0%	100.0%	60.3%	84.3%	2.5%
Averege Salary	29654	28789	27431	27961	0	0	28941	28235	0	0	0	28331	27918	28285	29468
GR 60-64															
Employeas	10	125	6	149	2	9	0	5	0	3	0	309	174	291	4
% Represented	3.2%	40.5%	1.9%	48.2%	0.6%	2.9%	0.0%	1.6%	0.0%	1.0%	0.0%	100.0%	56.3%	94.2%	1.3%
Averege Salary	36518	35101	35145	33212	33012	32397	0	34901	0	29849	0	34090	33224	33992	34322
GR 65-69															
Employees	7	38	1	30	0	0	1	1	0	0	0	78	33	69	2
% Represented	9.0%	48.7%	1.3%	38.5%	0.0%	0.0%	1.3%	1.3%	0.0%	0.0%	0.0%	100.0%	42.3%	88.5%	2.6%
Average Salery	40823	42240	33500	41020	0	0	39724	35004	0	0	0	41407	40571	41605	42028
GR 70-74															
Employees	93	88	20	42	3	0	0	0	2	0	0	248	67	130	2
% Represented	37.5%	35.5%	8.1%	16.9%	1.2%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	100.0%	27.0%	52.4%	0.8%
Averege Salery	45623	44738	42269	43501	40043	0	0	0	49117	0	0	44640	43146	44339	47861
GR 75-79															
[illegible]oyees	24	15	1	5	0	0	0	1	0	0	0	46	7	21	0
[illegible]esented	52.2%	32.6%	2.2%	10.9%	0.0%	0.0%	0.0%	2.2%	0.0%	0.0%	0.0%	100.0%	15.2%	45.7%	0.0%
Average Salary	70495	65798	65579	65748	0	0	0	55015	0	0	0	68004	64191	65273	0
GR 80-84															
Employees	3	1	1	0	0	0	0	0	0	0	0	5	1	1	0
% Represented	60.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	20.0%	20.0%	0.0%
Average Salery	94180	80145	71089	0	0	0	0	0	0	0	0	86755	71089	80145	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Averege Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	5	1	0	0	0	0	0	0	0	0	0	6	0	1	0
% Represented	83.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.7%	0.0%
Average Selery	64700	84739	0	0	0	0	0	0	0	0	0	68040	0	84739	41713
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation
Revenue

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	231	154	37	63	4	5	9	8	1	2	1	515	129	232	7
% Represented	44.9%	29.9%	7.2%	12.2%	0.8%	1.0%	1.7%	1.6%	0.2%	0.4%	0.2%	100.0%	25.0%	45.0%	1.4%
Average Salary	60427	55025	52480	51454	58947	50511	75113	66362	75020	44734	37176	57306	54598	54187	54586
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**392**	**499**	**84**	**408**	**9**	**14**	**11**	**23**	**3**	**5**	**1**	**1449**	**557**	**949**	**21**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Secretary of State

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	5	6	12	0	0	0	0	0	0	1	24	18	17	3
% Represented	0.0%	20.8%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.2%	100.0%	75.0%	70.8%	12.5%
Average Salary		28585	27511	27883	0	0	0	0	0	0	26444	27876	27759	27998	27545
GR 60-64															
Employees	4	26	7	45	1	1	1	0	0	0	0	85	55	72	2
% Represented	4.7%	30.6%	8.2%	52.9%	1.2%	1.2%	1.2%	0.0%	0.0%	0.0%	0.0%	100.0%	64.7%	84.7%	2.4%
Average Salary	30694	32433	34464	32654	28505	32832	31813	0	0	0	0	32587	32797	32577	31482
GR 65-69															
Employees	4	14	1	7	0	0	1	0	0	0	1	28	9	21	2
% Represented	14.3%	50.0%	3.6%	25.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	3.6%	100.0%	32.1%	75.0%	7.1%
Average Salary	43584	41481	34884	39940	0	0	36321	0	0	0	34851	40740	38976	40690	41972
GR 70-74															
Employees	2	2	0	0	0	0	0	0	0	0	0	4	0	2	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
Average Salary	61666	53268	0	0	0	0	0	0	0	0	0	57467	0	53268	0
GR 75-79															
Employees	5	3	1	0	0	0	0	0	0	0	0	9	1	3	0
% Represented	55.6%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.1%	33.3%	0.0%
Average Salary	64683	68373	85005	0	0	0	0	0	0	0	0	68171	85005	68373	0
GR 80-84															
Employees	3	0	0	1	0	0	0	0	0	0	0	4	1	1	0
% Represented	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	25.0%	0.0%
Average Salary	94460	0	0	80797	0	0	0	0	0	0	0	91044	80797	80797	0
GR 85+															
Employees	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	95547	0	0	0	0	0	0	0	0	0	95547	0	95547	0
T-Grade															
Employees	4	2	1	1	0	0	0	0	0	0	0	8	2	3	0
% Represented	50.0%	25.0%	12.5%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	37.5%	0.0%
Average Salary	50910	64556	78943	44500	0	0	0	0	0	0	0	57024	61722	57871	33229
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Secretary of State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Fiat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	19	5	1	4	1	1	0	1	0	0	0	32	8	11	0
% Represented	59.4%	15.6%	3.1%	12.5%	3.1%	3.1%	0.0%	3.1%	0.0%	0.0%	0.0%	100.0%	25.0%	34.4%	0.0%
Average Salary	59349	55918	49000	55040	48511	48806	0	47000	0	0	0	56897	51685	54141	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**41**	**58**	**17**	**70**	**2**	**2**	**2**	**1**	**0**	**0**	**2**	**195**	**94**	**131**	**7**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Auditor
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	0	2	0	0	0	0	0	0	0	0	0	2	0	2	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
Average Salary	0	49973	0	0	0	0	0	0	0	0	0	49973	0	49973	0
GR 70-74															
Employees	1	2	0	0	0	0	0	0	0	0	0	3	0	2	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Average Salary	72384	55501	0	0	0	0	0	0	0	0	0	61128	0	55501	0
GR 75-79															
Employees	1	4	0	0	0	0	0	0	0	0	0	5	0	4	0
% Represented	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	80.0%	0.0%
Average Salary	46635	46635	0	0	0	0	0	0	0	0	0	46635	0	46635	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	120568	0	0	0	0	0	0	0	0	0	0	120568	0	0	0
T-Grade															
Employees	1	0	1	0	0	0	0	0	0	0	0	2	1	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	76943	0	97279	0	0	0	0	0	0	0	0	87111	97279	0	65894
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Auditor
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	57	75	9	25	0	1	1	8	0	0	0	176	44	109	1
% Represented	32.4%	42.6%	5.1%	14.2%	0.0%	0.6%	0.6%	4.5%	0.0%	0.0%	0.0%	100.0%	25.0%	61.9%	0.6%
Average Salary	69677	61461	68732	63299	0	73745	88194	59533	0	0	0	64889	64528	61854	65894
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**61**	**83**	**10**	**25**	**0**	**1**	**1**	**8**	**0**	**0**	**0**	**189**	**45**	**117**	**1**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Controller
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	1	0	0	1	0	0	0	0	0	0	0	2	1	1	0
% Represented	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	34016	0	0	31260	0	0	0	0	0	0	0	32638	31260	31260	0
GR 60-64															
Employees	2	7	1	4	0	0	0	0	0	0	0	14	5	11	0
% Represented	14.3%	50.0%	7.1%	28.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	35.7%	78.6%	0.0%
Average Salary	31715	36318	32500	30240	0	0	0	0	0	0	0	33651	30692	34108	0
GR 65-69															
Employees	0	13	0	20	0	0	0	0	0	0	0	33	20	33	1
% Represented	0.0%	39.4%	0.0%	60.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	60.6%	100.0%	3.0%
Average Salary	0	47168	0	41502	0	0	0	0	0	0	0	43734	41502	43734	43783
GR 70-74															
Employees	0	0	0	0	0	1	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Average Salary	0	0	0	0	0	64439	0	0	0	0	0	64439	64439	64439	0
GR 75-79															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	77277	0	0	0	0	0	0	0	0	0	0	77277	0	0	0
GR 80-84															
Employees	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	69575	0	0	0	0	0	0	0	0	0	0	69575	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	5	18	1	7	0	0	0	0	0	0	0	31	8	25	0
% Represented	16.1%	58.1%	3.2%	22.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.8%	80.6%	0.0%
Average Salary	76347	67710	117330	49821	0	0	0	0	0	0	0	66664	58259	62701	43325
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Controller
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	32	43	8	15	1	0	5	8	0	0	0	112	37	66	1
% Represented	28.6%	38.4%	7.1%	13.4%	0.9%	0.0%	4.5%	7.1%	0.0%	0.0%	0.0%	100.0%	33.0%	58.9%	0.9%
Average Salary	82721	73671	71323	58582	72041	0	72024	80840	0	0	0	74492	68330	71111	42867
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**42**	**81**	**10**	**47**	**1**	**1**	**5**	**8**	**0**	**0**	**0**	**195**	**72**	**137**	**2**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Treasurer
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 55-59															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 60-64															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 65-69															
Employees	7	24	3	15	1	0	0	0	0	0	0	50	19	39	2
% Represented	14.0%	48.0%	6.0%	30.0%	2.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	38.0%	78.0%	4.0%
Average Salary	40419	41342	37858	38635	38020	0	0	0	0	0	0	40125	38480	40301	42241
GR 70-74															
Employees	2	8	0	7	0	0	0	0	0	0	0	17	7	15	0
% Represented	11.8%	47.1%	0.0%	41.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	41.2%	88.2%	0.0%
Average Salary	52015	49627	0	51827	0	0	0	0	0	0	0	50814	51827	50654	0
GR 75-79															
Employees	16	2	1	6	0	0	1	1	0	0	0	27	9	9	1
% Represented	59.3%	7.4%	3.7%	22.2%	0.0%	0.0%	3.7%	3.7%	0.0%	0.0%	0.0%	100.0%	33.3%	33.3%	3.7%
Average Salary	66484	68491	59280	58338	0	0	71758	72953	0	0	0	64991	61558	62218	57524
GR 80-84															
Employees	8	5	1	1	0	0	0	0	0	0	0	15	2	6	1
% Represented	53.3%	33.3%	6.7%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	40.0%	6.7%
Average Salary	85906	77493	110289	78000	0	0	0	0	0	0	0	84200	94145	77577	80478
GR 85+															
Employees	3	1	0	0	0	0	0	0	0	0	0	4	0	1	0
% Represented	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	0.0%
Average Salary	96033	109540	0	0	0	0	0	0	0	0	0	99410	0	109540	0
T-Grade															
Employees	6	6	2	4	0	0	0	0	0	0	0	18	6	10	0
% Represented	33.3%	33.3%	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	33.3%	55.6%	0.0%
Average Salary	64693	67538	42833	46249	0	0	0	0	0	0	0	59114	45111	59022	43598
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
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HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
State Treasurer
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	2	1	1	0	0	0	0	0	0	0	4	2	3	0
% Represented	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
Average Salary	0	45238	63705	340000	0	0	0	0	0	0	0	123545	201853	143492	0
Banded															
Employees	41	80	12	52	1	2	4	4	0	0	0	196	75	138	10
% Represented	20.9%	40.8%	6.1%	26.5%	0.5%	1.0%	2.0%	2.0%	0.0%	0.0%	0.0%	100.0%	38.3%	70.4%	5.1%
Average Salary	60677	38038	45654	31994	62032	28794	82115	60648	0	0	0	43026	38696	36282	38789
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**83**	**128**	**20**	**86**	**2**	**2**	**5**	**5**	**0**	**0**	**0**	**331**	**120**	**221**	**14**

WM+ White Male
WF+ White Female
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Compensation Report
Transportation
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	18	9	9	0	0	0	0	0	0	1	0	37	10	10	2
% Represented	48.6%	24.3%	24.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	100.0%	27.0%	27.0%	5.4%
Average Salary	25701	27531	25585	0	0	0	0	0	0	24748	0	26092	25502	27252	26715
GR 55-59															
Employees	206	635	34	163	1	11	2	5	3	9	5	1074	228	823	27
% Represented	19.2%	59.1%	3.2%	15.2%	0.1%	1.0%	0.2%	0.5%	0.3%	0.8%	0.5%	100.0%	21.2%	76.6%	2.5%
Average Salary	28743	30842	28617	29656	30185	28175	30836	27590	31238	31064	29126	30141	29473	30545	29322
GR 60-64															
Employees	175	189	17	97	1	0	6	1	1	3	3	493	126	290	11
% Represented	35.5%	38.3%	3.4%	19.7%	0.2%	0.0%	1.2%	0.2%	0.2%	0.6%	0.6%	100.0%	25.6%	58.8%	2.2%
Average Salary	34381	35850	33195	34107	28858	0	36758	36532	40826	34758	28096	34848	34156	35258	36207
GR 65-69															
Employees	755	357	124	144	17	10	7	5	18	6	3	1446	331	522	16
% Represented	52.2%	24.7%	8.6%	10.0%	1.2%	0.7%	0.5%	0.3%	1.2%	0.4%	0.2%	100.0%	22.9%	36.1%	1.1%
Average Salary	41379	38960	38856	37560	37485	34599	38803	45988	46101	38489	36803	40133	38587	38552	40711
GR 70-74															
Employees	355	134	57	53	4	2	9	6	7	2	10	639	140	197	6
% Represented	55.6%	21.0%	8.9%	8.3%	0.6%	0.3%	1.4%	0.9%	1.1%	0.3%	1.6%	100.0%	21.9%	30.8%	0.9%
Average Salary	50875	49065	48670	47678	50089	49328	47718	47283	62079	54400	46832	50016	48978	48648	45638
GR 75-79															
Employees	220	49	28	16	2	0	12	3	0	0	4	334	61	68	6
% Represented	65.9%	14.7%	8.4%	4.8%	0.6%	0.0%	3.6%	0.9%	0.0%	0.0%	1.2%	100.0%	18.3%	20.4%	1.8%
Average Salary	68678	64590	64959	63602	66096	0	67934	64643	0	0	59350	67333	65210	64260	64552
GR 80-84															
Employees	35	9	4	2	0	1	5	0	0	0	0	56	12	12	2
% Represented	62.5%	16.1%	7.1%	3.6%	0.0%	1.8%	8.9%	0.0%	0.0%	0.0%	0.0%	100.0%	21.4%	21.4%	3.6%
Average Salary	91847	90972	86681	74733	0	77355	86324	0	0	0	0	89974	83764	87130	96907
GR 85+															
Employees	22	8	2	1	0	1	0	0	0	0	0	34	4	10	0
% Represented	64.7%	23.5%	5.9%	2.9%	0.0%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	11.8%	29.4%	0.0%
Average Salary	97982	89319	89941	95071	0	85887	0	0	0	0	0	95202	90210	89577	0
T-Grade															
Employees	16	11	3	6	0	0	0	0	1	0	0	37	10	17	0
% Represented	43.2%	29.7%	8.1%	16.2%	0.0%	0.0%	0.0%	0.0%	2.7%	0.0%	0.0%	100.0%	27.0%	45.9%	0.0%
Average Salary	63304	57300	44735	62463	0	0	0	0	82931	0	0	60407	59192	59122	40843
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
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HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Transportation
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0
% Represented	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
Average Salary	0	0	95734	0	0	0	0	0	0	0	0	95734	95734	0	0
Banded															
Employees	6232	585	1243	163	52	15	101	24	238	14	34	8701	1850	801	159
% Represented	71.6%	6.7%	14.3%	1.9%	0.6%	0.2%	1.2%	0.3%	2.7%	0.2%	0.4%	100.0%	21.3%	9.2%	1.8%
Average Salary	42637	48859	36189	46651	42942	39497	64317	63957	38524	35081	36981	42370	39515	48483	41155
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**8034**	**1986**	**1522**	**645**	**77**	**40**	**142**	**44**	**268**	**35**	**59**	**12852**	**2773**	**2750**	**229**

WM+ White Male
WF+ White Female
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ASM+ Asian Male
ASF+ Asian Female
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AIF American Indian Female

Compensation Report
Wildlife Resources Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	1	0	0	1	0	0	0	0	0	0	2	1	1	0
% Represented	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	0	26841	0	0	31183	0	0	0	0	0	0	29012	31183	26841	0
GR 55-59															
Employees	3	9	2	4	0	1	0	0	0	0	0	19	7	14	0
% Represented	15.8%	47.4%	10.5%	21.1%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	36.8%	73.7%	0.0%
Average Salary	33390	32497	30700	36169	0	32352	0	0	0	0	0	33214	34061	33536	0
GR 60-64															
Employees	88	31	2	4	0	0	0	0	0	0	0	125	6	35	0
% Represented	70.4%	24.8%	1.6%	3.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	4.8%	28.0%	0.0%
Average Salary	31838	35907	35985	37664	0	0	0	0	0	0	0	33100	37104	36108	0
GR 65-69															
Employees	100	47	1	2	0	0	1	0	1	0	0	152	5	49	1
% Represented	65.8%	30.9%	0.7%	1.3%	0.0%	0.0%	0.7%	0.0%	0.7%	0.0%	0.0%	100.0%	3.3%	32.2%	0.7%
Average Salary	42807	41182	51375	48866	0	0	53814	0	48650	0	0	42551	50314	41495	42076
GR 70-74															
Employees	68	18	0	0	0	1	1	0	0	0	0	88	2	19	1
% Represented	77.3%	20.5%	0.0%	0.0%	0.0%	1.1%	1.1%	0.0%	0.0%	0.0%	0.0%	100.0%	2.3%	21.6%	1.1%
Average Salary	53816	53949	0	0	0	42602	57040	0	0	0	0	53753	49821	53352	49018
GR 75-79															
Employees	13	4	0	0	0	0	0	0	0	0	0	17	0	4	2
% Represented	76.5%	23.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	23.5%	11.8%
Average Salary	70896	68225	0	0	0	0	0	0	0	0	0	70267	0	68225	70565
GR 80-84															
Employees	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
Average Salary	91570	0	0	0	0	0	0	0	0	0	0	91570	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	3	6	1	1	1	1	0	0	0	0	0	13	4	8	0
% Represented	23.1%	46.2%	7.7%	7.7%	7.7%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	30.8%	61.5%	0.0%
Average Salary	42563	46276	40730	37763	31400	95001	0	0	0	0	0	46941	51224	51303	58056
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
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Compensation Report
Wildlife Resources Commission
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	206	14	8	0	2	0	0	1	3	0	0	234	14	15	0
% Represented	88.0%	6.0%	3.4%	0.0%	0.9%	0.0%	0.0%	0.4%	1.3%	0.0%	0.0%	100.0%	6.0%	6.4%	0.0%
Average Salary	51777	62423	58145	0	37331	0	0	66788	46219	0	0	52501	53233	62714	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**483**	**130**	**14**	**11**	**4**	**3**	**2**	**1**	**4**	**0**	**0**	**652**	**39**	**145**	**4**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

University Totals

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	23	18	78	81	8	17	50	39	0	0	314	273	155	0
% Represented	7.3%	5.7%	24.8%	25.8%	2.5%	5.4%	15.9%	12.4%	0.0%	0.0%	100.0%	86.9%	49.4%	0.0%
GR 55-59														
Employees	116	221	47	118	6	9	3	12	0	2	534	197	362	0
% Represented	21.7%	41.4%	8.8%	22.1%	1.1%	1.7%	0.6%	2.2%	0.0%	0.4%	100.0%	36.9%	67.8%	0.0%
GR 60-64														
Employees	203	429	50	147	3	3	2	8	2	1	848	216	588	0
% Represented	23.9%	50.6%	5.9%	17.3%	0.4%	0.4%	0.2%	0.9%	0.2%	0.1%	100.0%	25.5%	69.3%	0.0%
GR 65-69														
Employees	243	350	28	72	0	3	3	7	0	2	708	115	434	0
% Represented	34.3%	49.4%	4.0%	10.2%	0.0%	0.4%	0.4%	1.0%	0.0%	0.3%	100.0%	16.2%	61.3%	0.0%
GR 70-74														
Employees	88	155	2	32	0	2	0	3	1	1	284	41	193	0
% Represented	31.0%	54.6%	0.7%	11.3%	0.0%	0.7%	0.0%	1.1%	0.4%	0.4%	100.0%	14.4%	68.0%	0.0%
GR 75-79														
Employees	45	49	4	4	0	0	0	5	0	0	107	13	58	0
% Represented	42.1%	45.8%	3.7%	3.7%	0.0%	0.0%	0.0%	4.7%	0.0%	0.0%	100.0%	12.1%	54.2%	0.0%
GR 80-84														
Employees	7	8	0	2	1	0	1	0	0	0	19	4	10	0
% Represented	36.8%	42.1%	0.0%	10.5%	5.3%	0.0%	5.3%	0.0%	0.0%	0.0%	100.0%	21.1%	52.6%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
University Totals
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	4	8	0	1	0	0	0	0	0	0	13	1	9	0
% Represented	30.8%	61.5%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	7.7%	69.2%	0.0%
Banded														
Employees	5634	7276	2046	3707	166	223	186	336	112	206	19892	6982	11748	0
% Represented	28.3%	36.6%	10.3%	18.6%	0.8%	1.1%	0.9%	1.7%	0.6%	1.0%	100.0%	35.1%	59.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	6363	8514	2255	4164	184	257	245	410	115	212	22719	7842	13557	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Appalachian

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	1	0	0	0	0	0	0	0	0	0	1	0	0	0
% Represented	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

Appalachian

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	540	681	9	18	4	4	4	6	1	2	1269	48	711	0
% Represented	42.6%	53.7%	0.7%	1.4%	0.3%	0.3%	0.3%	0.5%	0.1%	0.2%	100.0%	3.8%	56.0%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	541	681	9	18	4	4	4	6	1	2	1270	48	711	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
East Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	1	1	0	0	0	0	0	0	2	2	1	0
% Represented	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	0.0%
GR 55-59														
Employees	1	4	0	4	0	0	0	0	0	0	9	4	8	0
% Represented	11.1%	44.4%	0.0%	44.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	44.4%	88.9%	0.0%
GR 60-64														
Employees	3	6	0	1	0	0	0	0	0	0	10	1	7	0
% Represented	30.0%	60.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	10.0%	70.0%	0.0%
GR 65-69														
Employees	3	8	0	1	0	1	0	0	0	0	13	2	10	0
% Represented	23.1%	61.5%	0.0%	7.7%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	100.0%	15.4%	76.9%	0.0%
GR 70-74														
Employees	2	11	0	2	0	0	0	0	0	0	15	2	13	0
% Represented	13.3%	73.3%	0.0%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	13.3%	86.7%	0.0%
GR 75-79														
Employees	0	3	0	0	0	0	0	0	0	0	3	0	3	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

East Carolina

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	605	1371	227	590	7	11	13	26	3	3	2856	880	2001	0
% Represented	21.2%	48.0%	7.9%	20.7%	0.2%	0.4%	0.5%	0.9%	0.1%	0.1%	100.0%	30.8%	70.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	614	1403	228	599	7	12	13	26	3	3	2908	891	2043	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Elizabeth State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Elizabeth State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	12	12	96	175	0	1	1	2	1	0	300	276	190	0
% Represented	4.0%	4.0%	32.0%	58.3%	0.0%	0.3%	0.3%	0.7%	0.3%	0.0%	100.0%	92.0%	63.3%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	12	12	96	176	0	1	1	2	1	0	301	277	191	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Fayetteville State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Fayetteville State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
Banded														
Employees	30	29	124	195	6	7	2	3	5	7	408	349	241	0
% Represented	7.4%	7.1%	30.4%	47.8%	1.5%	1.7%	0.5%	0.7%	1.2%	1.7%	100.0%	85.5%	59.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	30	29	124	196	6	7	2	3	5	7	409	350	242	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
NC A and T
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

NC A and T

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	37	19	263	517	8	5	4	4	0	1	858	802	546	0
% Represented	4.3%	2.2%	30.7%	60.3%	0.9%	0.6%	0.5%	0.5%	0.0%	0.1%	100.0%	93.5%	63.6%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	37	19	263	517	8	5	4	4	0	1	858	802	546	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
NC Central
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
GR 80-84														
Employees	0	0	0	1	0	0	0	0	0	0	1	1	1	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
NC Central
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	24	15	213	309	5	8	4	9	1	2	590	551	343	0
% Represented	4.1%	2.5%	36.1%	52.4%	0.8%	1.4%	0.7%	1.5%	0.2%	0.3%	100.0%	93.4%	58.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	24	15	213	311	5	8	4	9	1	2	592	553	345	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

NC State

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
NC State
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	1389	1399	359	538	65	97	37	72	6	6	3968	1180	2112	0
% Represented	35.0%	35.3%	9.0%	13.6%	1.6%	2.4%	0.9%	1.8%	0.2%	0.2%	100.0%	29.7%	53.2%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	1389	1399	359	538	65	97	37	72	6	6	3968	1180	2112	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

School of Arts

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report

School of Arts

As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	60	76	28	30	1	2	0	2	0	0	199	63	110	0
% Represented	30.2%	38.2%	14.1%	15.1%	0.5%	1.0%	0.0%	1.0%	0.0%	0.0%	100.0%	31.7%	55.3%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	60	76	28	30	1	2	0	2	0	0	199	63	110	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
School of Science and Math
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54															
Employees	0	0	8	2	0	0	0	0	0	0	0	10	10	2	1
% Represented	0.0%	0.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	20.0%	10.0%
Average Salary	0	0	24368	25786	26500	0	0	0	0	12188	0	24652	24652	25786	25399
GR 55-59															
Employees	5	4	3	5	1	0	0	0	0	0	0	18	9	9	0
% Represented	27.8%	22.2%	16.7%	27.8%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	0.0%
Average Salary	29450	29694	26359	30777	28558	0	0	0	0	0	0	29308	29058	30295	0
GR 60-64															
Employees	12	8	9	9	0	0	0	0	0	0	0	38	18	17	0
% Represented	31.6%	21.1%	23.7%	23.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	47.4%	44.7%	0.0%
Average Salary	33172	36678	37340	34352	0	0	0	0	0	0	0	35177	35846	35446	0
GR 65-69															
Employees	14	5	2	8	0	0	0	0	0	0	0	29	10	13	0
% Represented	48.3%	17.2%	6.9%	27.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	34.5%	44.8%	0.0%
Average Salary	40605	40293	37149	44294	0	0	0	0	0	0	0	41330	42865	42755	0
GR 70-74															
Employees	0	3	1	0	0	0	0	0	0	0	0	4	1	3	0
% Represented	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	25.0%	75.0%	0.0%
Average Salary	0	47257	57809	0	0	0	0	0	0	0	0	49895	57809	47257	0
GR 75-79															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 80-84															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GR 85+															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T-Grade															
Employees	3	0	0	2	0	0	0	0	0	0	0	5	2	2	0
% Represented	60.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	40.0%	40.0%	0.0%
Average Salary	42759	0	0	36252	0	0	0	0	0	0	0	40156	36252	36252	25399
X-Grade															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
School of Science and Math
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Eth. Unk	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Banded															
Employees	2	0	2	0	0	0	0	0	0	0	0	4	2	0	0
% Represented	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	0.0%	0.0%
Average Salary	61279	0	38991	0	0	0	0	0	0	0	0	50135	38991	0	0
Not Assigned															
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average Salary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total GR	**36**	**20**	**25**	**26**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**108**	**52**	**46**	**1**

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Asheville
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Asheville
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	137	197	15	14	3	0	1	2	0	0	369	35	213	0
% Represented	37.1%	53.4%	4.1%	3.8%	0.8%	0.0%	0.3%	0.5%	0.0%	0.0%	100.0%	9.5%	57.7%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	137	197	15	14	3	0	1	2	0	0	369	35	213	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Chapel Hill
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	23	17	73	79	7	17	50	39	0	0	305	265	152	0
% Represented	7.5%	5.6%	23.9%	25.9%	2.3%	5.6%	16.4%	12.8%	0.0%	0.0%	100.0%	86.9%	49.8%	0.0%
GR 55-59														
Employees	115	214	44	109	6	9	3	12	0	2	514	185	346	0
% Represented	22.4%	41.6%	8.6%	21.2%	1.2%	1.8%	0.6%	2.3%	0.0%	0.4%	100.0%	36.0%	67.3%	0.0%
GR 60-64														
Employees	196	421	44	133	3	3	2	8	2	1	813	196	566	0
% Represented	24.1%	51.8%	5.4%	16.4%	0.4%	0.4%	0.2%	1.0%	0.2%	0.1%	100.0%	24.1%	69.6%	0.0%
GR 65-69														
Employees	237	333	23	61	0	2	3	7	0	2	668	98	405	0
% Represented	35.5%	49.9%	3.4%	9.1%	0.0%	0.3%	0.4%	1.0%	0.0%	0.3%	100.0%	14.7%	60.6%	0.0%
GR 70-74														
Employees	85	140	2	24	0	2	0	3	1	1	258	33	170	0
% Represented	32.9%	54.3%	0.8%	9.3%	0.0%	0.8%	0.0%	1.2%	0.4%	0.4%	100.0%	12.8%	65.9%	0.0%
GR 75-79														
Employees	45	45	4	3	0	0	0	5	0	0	102	12	53	0
% Represented	44.1%	44.1%	3.9%	2.9%	0.0%	0.0%	0.0%	4.9%	0.0%	0.0%	100.0%	11.8%	52.0%	0.0%
GR 80-84														
Employees	7	8	0	1	1	0	1	0	0	0	18	3	9	0
% Represented	38.9%	44.4%	0.0%	5.6%	5.6%	0.0%	5.6%	0.0%	0.0%	0.0%	100.0%	16.7%	50.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Chapel Hill
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	4	8	0	0	0	0	0	0	0	0	12	0	8	0
% Represented	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	66.7%	0.0%
Banded														
Employees	1212	1417	229	449	33	30	85	166	8	4	3633	1004	2066	0
% Represented	33.4%	39.0%	6.3%	12.4%	0.9%	0.8%	2.3%	4.6%	0.2%	0.1%	100.0%	27.6%	56.9%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	1924	2603	419	859	50	63	144	240	11	10	6323	1796	3775	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Charlotte
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Charlotte
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	442	539	131	252	15	21	12	20	0	3	1435	454	835	0
% Represented	30.8%	37.6%	9.1%	17.6%	1.0%	1.5%	0.8%	1.4%	0.0%	0.2%	100.0%	31.6%	58.2%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	442	540	131	252	15	21	12	20	0	3	1436	454	836	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC General Admin.
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	1	0	0	0	0	0	0	0	0	1	0	1	0
% Represented	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%
GR 60-64														
Employees	1	1	0	2	0	0	0	0	0	0	4	2	3	0
% Represented	25.0%	25.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	50.0%	75.0%	0.0%
GR 65-69														
Employees	1	1	0	0	0	0	0	0	0	0	2	0	1	0
% Represented	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	50.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC General Admin.
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	121	80	18	60	0	2	4	6	0	0	291	90	148	0
% Represented	41.6%	27.5%	6.2%	20.6%	0.0%	0.7%	1.4%	2.1%	0.0%	0.0%	100.0%	30.9%	50.9%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	123	83	18	62	0	2	4	6	0	0	298	92	153	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Greensboro
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Greensboro
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	353	496	115	185	10	14	11	9	3	4	1200	351	708	0
% Represented	29.4%	41.3%	9.6%	15.4%	0.8%	1.2%	0.9%	0.8%	0.3%	0.3%	100.0%	29.3%	59.0%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	353	496	115	185	10	14	11	9	3	4	1200	351	708	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Pembroke
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Pembroke
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	30	62	10	31	1	5	0	2	81	166	388	296	266	0
% Represented	7.7%	16.0%	2.6%	8.0%	0.3%	1.3%	0.0%	0.5%	20.9%	42.8%	100.0%	76.3%	68.6%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	30	62	10	31	1	5	0	2	81	166	388	296	266	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Wilmington
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 70-74														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
UNC Wilmington
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	308	461	71	110	4	9	6	4	2	5	980	211	589	0
% Represented	31.4%	47.0%	7.2%	11.2%	0.4%	0.9%	0.6%	0.4%	0.2%	0.5%	100.0%	21.5%	60.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	308	461	71	110	4	9	6	4	2	5	980	211	589	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
West Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 55-59														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 60-64														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 65-69														
Employees	1	8	0	0	0	0	0	0	0	0	9	0	8	0
% Represented	11.1%	88.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	88.9%	0.0%
GR 70-74														
Employees	1	4	0	0	0	0	0	0	0	0	5	0	4	0
% Represented	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	80.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
West Carolina
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	302	403	5	5	2	4	1	1	1	3	727	22	416	0
% Represented	41.5%	55.4%	0.7%	0.7%	0.3%	0.6%	0.1%	0.1%	0.1%	0.4%	100.0%	3.0%	57.2%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	304	415	5	5	2	4	1	1	1	3	741	22	428	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Winston Salem
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
GR 50-54														
Employees	0	1	4	1	1	0	0	0	0	0	7	6	2	0
% Represented	0.0%	14.3%	57.1%	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.7%	28.6%	0.0%
GR 55-59														
Employees	0	2	3	5	0	0	0	0	0	0	10	8	7	0
% Represented	0.0%	20.0%	30.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	80.0%	70.0%	0.0%
GR 60-64														
Employees	2	1	6	11	0	0	0	0	0	0	20	17	12	0
% Represented	10.0%	5.0%	30.0%	55.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	85.0%	60.0%	0.0%
GR 65-69														
Employees	1	0	5	10	0	0	0	0	0	0	16	15	10	0
% Represented	6.3%	0.0%	31.3%	62.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	93.8%	62.5%	0.0%
GR 70-74														
Employees	0	0	0	5	0	0	0	0	0	0	5	5	5	0
% Represented	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%
GR 75-79														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 80-84														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GR 85+														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
T-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
X-Grade														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Compensation Report
Winston Salem
As of December 31, 2008

	WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	Tot	TOT MNRT	TOT FEM	DISB
Flat Rate														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Banded														
Employees	32	19	133	229	2	3	1	2	0	0	421	370	253	0
% Represented	7.6%	4.5%	31.6%	54.4%	0.5%	0.7%	0.2%	0.5%	0.0%	0.0%	100.0%	87.9%	60.1%	0.0%
Not Assigned														
Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Represented	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total GR	35	23	151	261	3	3	1	2	0	0	479	421	289	0

WM+ White Male
WF+ White Female
BM Black Male
BF Black Female
HM Hispanic Male
HF Hispanic Female
ASM+ Asian Male
ASF+ Asian Female
AIM American Indian Male
AIF American Indian Female

Executive Summary

Report on Grievances and Settlements – 2008

Grievances

This report summarizes employee grievance activities for calendar year 2008 for North Carolina State Government. Prior to January 1, 2008, both agencies and universities entered the data for disciplinary actions and grievances into the PMIS HR information system. Beginning on January 1, 2008, some state agencies (See Appendix 1) began using the new HR/Payroll system, BEACON. The remaining agencies (See Appendix 1) continued to use PMIS from January 1, 2008 through March 31, 2008, and then switched to the BEACON system for the rest of calendar year 2008. The universities (with the exception of the N. C. School of Science and Mathematics) have continued to use the PMIS system to input data on disciplinary actions and grievances.

Because of the difference in reporting capabilities between PMIS and BEACON, the totals and analyses for 2008 will appear different from those for 2007. We will be working with report writing staff at BEACON trying to bring the PMIS and BEACON reporting capabilities closer together in this calendar year.

State government employees filed a total of 335 grievances during calendar year 2008 (a total of 240 fewer grievances filed than in 2007). Of the 335 grievances filed in 2008, 32 (9.6%) were based on discrimination, 34 (10.2%) were based on policy violations, and 195 (58.1%) were based on disciplinary actions. Data entry errors from several agencies and universities resulted in no distinct data for 74 (22.2%) grievances.

Overall, white males (28%) and black females (26%) filed the highest percentage of grievances for 2008.

Agencies

North Carolina state government agencies had 223 grievances filed against them during calendar year 2008. This represents 66.4% of the total grievances filed in 2008.

Universities

North Carolina State universities had 112 grievances filed against them in 2008. This represents 33.6% of the total grievances for 2008.

Discrimination

Employees filed 32 discrimination grievances in 2008. This figure represents 9.6% of all grievances filed.

Policy Violation

Employees filed 34 policy violations grievances in 2008. This figure represents 10.2% of all grievances filed.

Disciplinary

Employees filed 195 grievances over disciplinary actions of various types in 2008. This represents 58.1% of all grievances filed in 2008.

Settlements

The data in this report reflects the costs of settlements that were entered into between State agencies and universities and employees (or former employees) who filed internal grievances and/or contested cases under the State Personnel Act. The data in this report does not reflect settlements in other employment-related legal areas such as charges/lawsuits under Title VII of the 1962 Civil Rights Act, the Fair Labor Standards Act, the Americans with Disabilities Act or other State and federal statutes.

In calendar year 2008, there were a total of 34 settlements entered into by agencies and universities as a result of grievances and contested cases filed by employees and former employees. The total cost of the 34 settlements reported was $980,822.16. Of that total amount, $886,955.78 was reported as back pay and $93,866.38 was reported as attorneys' fees. No agency or university reported front pay as a part of an approved settlement agreement. The average amount of back pay per settlement was $26,087. The average amount of attorneys' fees per settlement was $2,761.

Agencies

In calendar year 2008, State government agencies entered into 26 settlements of grievances and/or contested cases filed by employees. The total amount of settlements from State agencies was $791,174.

Universities

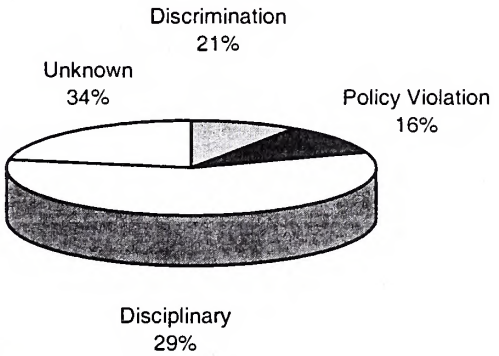
In calendar year 2008, State universities entered into 8 settlements of grievances and/or contested cases filed by employees. The total amount of settlements from State universities was $189,082.

Total Grievances Filed in 2008

(includes Agencies and Universities)

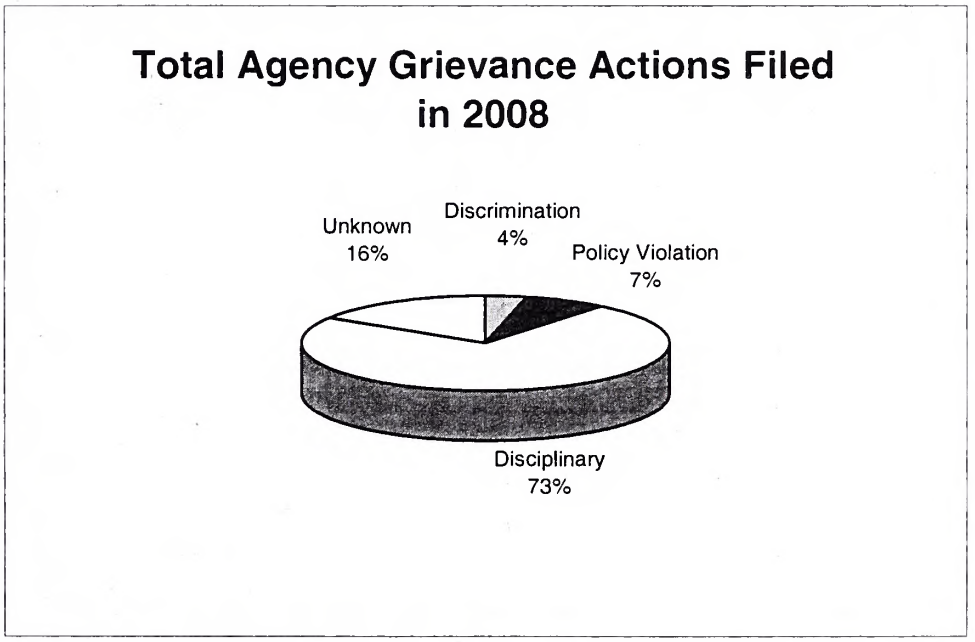
Type of Grievance	Number	Percent
Discrimination	32	9.6%
Policy Violation	34	10.1%
Disciplinary	195	58.2%
Unknown	74	22.1%
Total	335	

Total Grievance Actions Filed in 2008



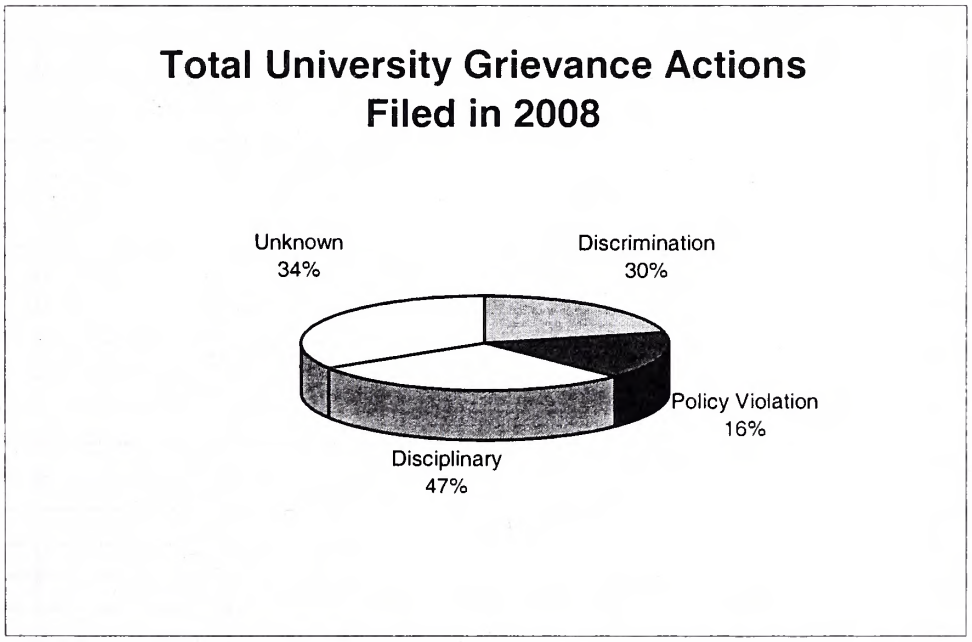
Total Agency Grievances Filed in 2008

Type of Grievance	Number	Percent
Discrimination	8	3.6%
Policy Violation	16	7.2%
Disciplinary	163	73.1%
Unknown	36	16.1%
Total	223	



Total University Grievances Filed in 2008

Type of Grievance	Number	Percent
Discrimination	24	21.4%
Policy Violation	18	16.0%
Disciplinary	32	28.6%
Unknown	38	33.9%
Total	112	



Agency Grievance Data Filed in 2008

AGENCY	Type of Grievance				TOTAL	Workforce	Rate of Grievances per
	Discrimination	*Policy*	*Disciplinary*	*Unknown*			
Administration	0	0	6	1	7	738	9.49
	0.0%	0.0%	85.7%	14.3%			
Agriculture and Consumer	0	0	0	0	0	1311	0.00
Services	0.0%	0.0%	0.0%	0.0%			
Commerce	0	0	0	0	0	754	0.00
	0.0%	0.0%	0.0%	0.0%			
Community College System	0	0	0	0	0	201	0.00
	0.0%	0.0%	0.0%	0.0%			
Correction	0	3	41	14	58	19951	2.91
	0.0%	5.2%	70.7%	24.1%			
Crime Control and Public	1	0	59	1	61	2843	21.46
Safety	1.6%	0.0%	96.7%	1.6%			
Cultural Resources	0	0	0	0	0	751	0.00
	0.0%	0.0%	0.0%	0.0%	0.0%		
nployment Security	4	4	0	0	8	1422	5.63
mmission	50.0%	50.0%	0.0%	0.0%			
Environment and Natural	0	0	0	1	1	3758	0.27
Resources	0.0%	0.0%	0.0%	100.0%			
Health and Human Services	0	0	50	1	51	18115	2.82
	0.0%	0.0%	98.0%	2.0%			
Information Technology	0	0	0	0	0	562	0.00
	0.0%	0.0%	0.0%	0.0%			
Insurance	0	0	0	0	0	416	0.00
	0.0%	0.0%	0.0%	0.0%			
Justice	0	2	3	0	5	1293	3.87
	0.0%	40.0%	60.0%	0.0%			
Juvenile Justice	0	0	0	1	1	1667	0.60
and Delinquency Prevention	0.0%	0.0%	0.0%	100.0%			
Labor	2	3	1	0	6	402	14.93
	33.3%	50.0%	16.7%	0.0%			
Public Instruction	0	0	0	1	1	686	1.46
	0.0%	0.0%	0.0%	100.0%			

Agency Grievance Data Filed in 2008

AGENCY	Type of Grievance				TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
	Discrimination	*Policy Violation*	*Disciplinary*	*Unknown*			
Revenue	1	0	0	1	2	1449	1.38
	50.0%	0.0%	0.0%	50.0%			
Secretary of State	0	0	0	0	0	195	0.00
	0.0%	0.0%	0.0%	0.0%			
State Auditor	0	0	0	0	0	189	
	0.0%	0.0%	0.0%	0.0%			
State Budget and	0	0	0	0	0	64	0.00
Management	0.0%	0.0%	0.0%	0.0%			
State Controller	0	0	0	0	0	195	0.00
	0.0%	0.0%	0.0%	0.0%			
State Personnel	0	0	1	0	1	85	11.76
	0.0%	0.0%	100.0%	0.0%			
State Treasurer	0	0	0	1	1	326	3.07
	0.0%	0.0%	0.0%	100.0%			
Transportation	0	4	2	14	20	12850	1.56
	0.0%	20.0%	10.0%	70.0%			
Wildlife Resource	0	0	0	0	0	652	0.00
	0.0%	0.0%	0.0%	0.0%			
Agency Total	**8**	**16**	**163**	**36**	**223**	**71130**	
	114.3%	#DIV/0!	#DIV/0!	#DIV/0!			

University Grievance Data Filed in 2008

University	Type of Grievance						
	Discrimination	*Policy Violation*	*Disciplinary*	*Unknown*	TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
Appalachian State	0	0	0	0	0	1270	0.00
University	0.0%	0.0%	0.0%	0.0%			
East Carolina	0	0	0	7	7	2908	2.41
University	0.0%	0.0%	0.0%	0.2%			
Elizabeth City State Uni	3	4	2	5	14	301	46.51
	21.4%	28.6%	14.3%	35.7%			
Fayetteville State	0	0	0	0	0	409	0.00
University	0.0%	0.0%	0.0%	0.0%			
NC A&T	0	0	0	0	0	858	0.00
University	0.0%	0.0%	0.0%	0.0%			
NC Central University	0	0	3	0	3	592	5.07
	0.0%	0.0%	100.0%	0.0%			
NC School of the Arts	0	0	0	0	0	199	0.00
	0.0%	0.0%	0.0%	0.0%			
NC School of Science	0	0	0	0			#VALUE!
and Math	#VALUE!	#VALUE!	#VALUE!	#VALUE!			
NC State University	2	0	0	22	24	3968	6.05
	8.3%	0.0%	0.0%	91.7%			
UNC Asheville	0	0	0	0	0	369	0.00
	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!			
UNC Chapel Hill	12	12	24	1	49	6323	7.75
	24.5%	24.5%	49.0%	2.0%			
UNC Charlotte	3	1	3	0	7	1436	4.87
	0.2%	0.1%	0.2%	0.0%			
UNC Greensboro	0	1	0	0	1	1200	0.83
	0.0%	0.1%	0.0%	0.0%			
UNC General	2	0	0	2	4	298	13.42
Administration	50.0%	0.0%	0.0%	50.0%			
UNC Pembroke	0	0	0	0	0	388	0.00
	0.0%	0.0%	0.0%	0.0%			
UNC Wilmington	2	0	0	0	2	980	2.04
	50.0%	0.0%	0.0%	0.0%			

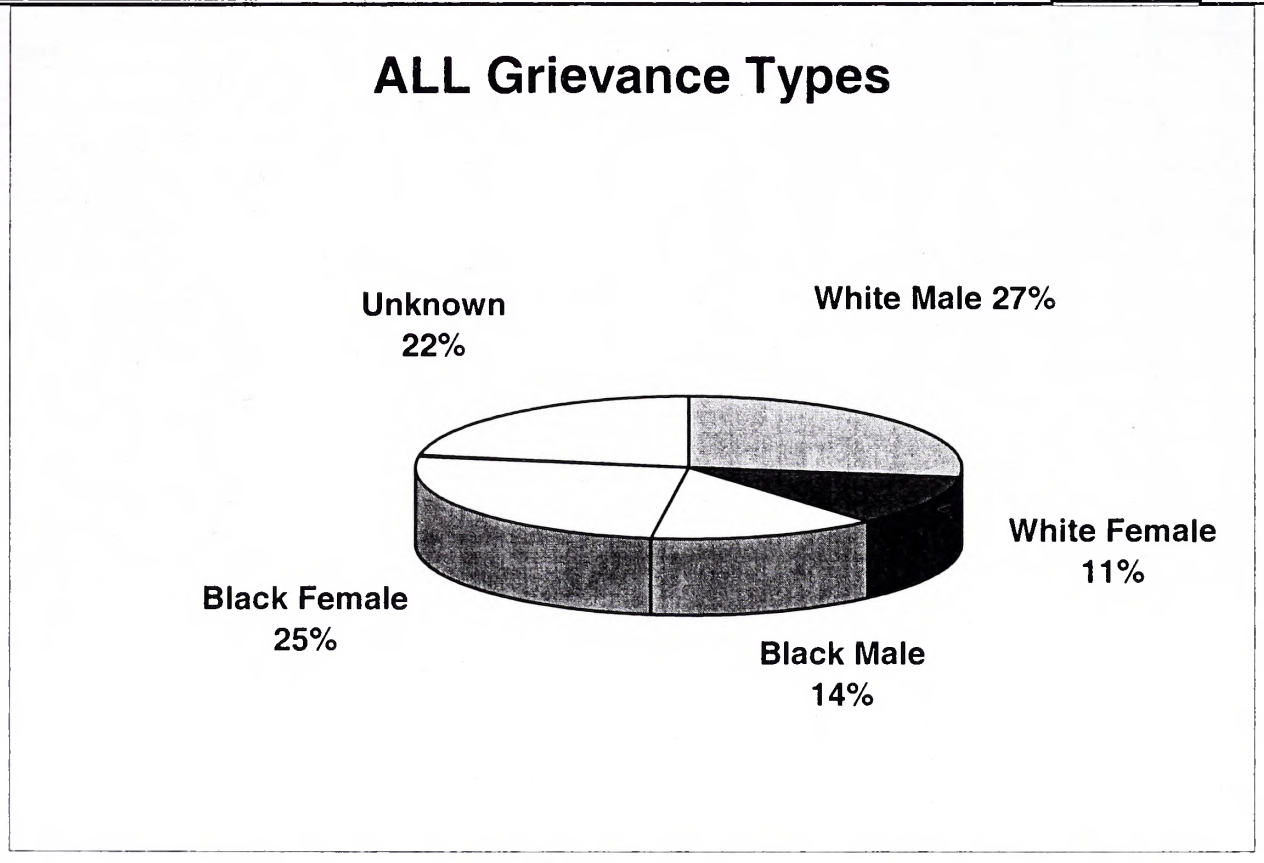
University Grievance Data Filed in 2008

University	Type of Grievance						
	Discrimination	*Policy Violation*	*Disciplinary*	*Unknown*	TOTAL	Workforce Total	Rate of Grievances per 1000 Employees
Winston-Salem State	0	0	1	0	1	479	2.09
University	0.0%	0.0%	25.0%	0.0%			
University Total	**24**	**18**	**32**	**38**	**112**	**21978**	5.10
	21.4%	16.1%	28.6%	33.9%			

Workforce figures based on permanent, full-time appointments.

TOTAL GRIEVANCES BY TYPE 2008

	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	UNK	TOTAL
Agency	51	20	25	52	0	1	0	0	0	0	74	223
Percent of Total	22.9%	9.0%	11.2%	23.3%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	33.2%	
University	40	18	21	33	0	0	0	0	0	0	0	112
Percent of Total	35.7%	16.1%	18.8%	29.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
TOTAL	91	38	45	85	0	1	0	0	0	0	74	335
Percent of Total	27.2%	11.3%	13.4%	25.4%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	22.1%	
Rate per 1000 Employees	1.0	0.4	0.5	0.9	0.0	0.0	0.0	0.0	0.0%	0.0%	0.8	3.6



Type of Discrimination	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
Race	0	0	1	1	0	1	0	0	0	0	3
Sex/Gender	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0
Creed	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	1	0	0	0	0	0	0	0	0
Disability/Handicap	0	0	0	0	0	0	0	0	0	0	0
Political Affiliation	0	0	0	0	0	0	0	0	0	0	0
Multiple Reasons	0	0	0	0	0	0	0	0	0	0	0
Pol. Infl. - Denied Lateral Transfer	0	0	0	0	0	0	0	0	0	0	0
Pol. Infl. - Denied Promotion	0	0	0	0	0	0	0	0	0	0	0
Pol. Infl - Denied Employment	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Race	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Sex/Gender	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Age	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Religion	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Creed	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Color	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Nat. Origin	0	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Handicp Cond	2	0	0	0	0	0	0	0	0	0	0
Unlaw Wkpl Har-Sexual Har	0	0	0	0	0	0	0	0	0	0	0
Other	6	7	5	9	0	0	0	0	0	0	27
Total	9	7	7	8	0	1	0	0	0	0	32
Percent of Total	28%	22%	22%	25%	0%	3%	0%	0%	0%	0%	
Rate per 1000 Employees		0.08	0.08	0.09	0.00	0.01	0.00	0.00	0.00	0.00	0.25

Policy Violation	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
False/Misleading Information	0	0	0	0	0	0	0	0	0	0	0
Denied Promotion	2	0	0	0	0	0	0	0	0	0	0
Denied Vet. Pref (init. empl.)	0	0	0	0	0	0	0	0	0	0	0
Denied Vet. Pref. (RIF)	0	0	0	0	0	0	0	0	0	0	0
RIF	0	0	0	0	0	0	0	0	0	0	0
Denied Priority Reemploy (RIF)	0	0	0	0	0	0	0	0	0	0	0
Denied Priority Reemploy (Exempt	0	0	0	0	0	0	0	0	0	0	0
Demotion	0	0	0	0	0	0	0	0	0	0	0
Design of Exempt Status	0	0	0	0	0	0	0	0	0	0	0
Denied State Employ Pref	0	0	0	0	0	0	0	0	0	0	0
Denied Lat Trans-Pol	0	0	0	0	0	0	0	0	0	0	0
Den Promotion-Pol	0	0	3	2	0	0	0	0	0	0	0
Denied Employ-Pol	0	0	0	0	0	0	0	0	0	0	0
Retaliation-Pol Testimony	0	0	0	0	0	0	0	0	0	0	0
Retaliation-Grs Mismgmt	0	0	0	0	0	0	0	0	0	0	0
Retaliation-Grs Misuse/Aut	0	0	0	0	0	0	0	0	0	0	0
Reatliation-Viol Laws/Safety	0	0	0	0	0	0	0	0	0	0	0
Retaliation-Prev Grievance	0	0	0	0	0	0	0	0	0	0	0
Retaliation-Unlawful Wkplace	0	0	0	0	0	0	0	0	0	0	0
Multiple	8	1	3	5	0	0	0	0	0	0	0
Other	4	2	4	0	0	0	0	0	0	0	0
Total	14	3	10	7	0	0	0	0	0	0	34
Percent of Total	41%	9%	29%	21%	0%	0%	0%	0%	0%	0%	
Rate per 1000 Employees	0.15	0.03	0.11	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.37

Disciplinary	WM	WF	BM	BF	HM	HF	AM	AF	IM	IF	TOTAL
Warning	28	16	10	39	0	0	0	0	0		93
Suspension w/o Pay			2	3	0	0	0	0	0		5
Demotion	12	6	6	8	0	0	0	0	0		32
Dismissal		1	3	2	0	0	0	0	0		6
Multiple	28	5	8	18	0	0	0	0	0		59
Total	68	28	29	70	0	0	0	0	0	0	195
Percent of Total	35%	14%	15%	36%	0%	0%	0%	0%	0%	0%	
Rate per 1000 Employees	0.7	0.3	0.3	0.8	0.0	0.0	0.0	0.0	0.0	0.0	2.1

Unknown Reasons	WM	WF	BM	BF	HM	HF	AM	AF	IM	IM	TOTAL
Grievances Filed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	74
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	74
Percent of Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.00%
Rate per 1000 Employees	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.5

Executive Summary

Report on Disciplinary Actions – 2008

This report summarizes disciplinary activities for calendar year 2008 for North Carolina State Government. The information was compiled using both the Office of State Personnel's Personnel Management Information System (PMIS) and the BEACON HR/Payroll automated system. Prior to January 1, 2008, both agencies and universities entered the data for disciplinary actions and grievances into the PMIS HR information system. Beginning on January 1, 2008, some state agencies (See Appendix 1) began using the new HR/Payroll system, BEACON. The remaining agencies (See Appendix 1) continued to use PMIS from January 1, 2008 through March 31, 2008, and then switched to the BEACON system for the rest of calendar year 2008. The universities (with the exception of the N. C. School of Science and Mathematics) have continued to use the PMIS system to input data on disciplinary actions and grievances.

Because of the difference in reporting capabilities between PMIS and BEACON, the totals and analyses for 2008 will appear different from those for 2007. We will be working with report writing staff at BEACON trying to bring the PMIS and BEACON reporting capabilities closer together in this calendar year.

In calendar year 2008, there were 3,340 disciplinary actions taken against agency and university employees. For comparative purposes, there were 4,312 disciplinary actions taken in 2007; the 2008 total represents a decrease of 972 disciplinary actions. 83.7% or 2,794 of 2008's disciplinary actions were written warnings; this represents a decrease of 797 over the number of disciplinary actions that were written warnings in 2007. 5% or 169 of the actions were dismissals, which is a decrease of 320 in the number of disciplinary actions that were dismissals in 2007. There were 377 demotions and suspensions without pay. This is an increase of 145 demotions and suspensions without pay over the number in 2007.

The largest numbers of disciplinary actions (983 or 27%) were taken against white male employees. Black males and black females experienced a higher percentage of disciplinary actions as compared to their workforce representation rates in both the university system and in State agencies. Of all the disciplinary actions taken, 2,692 (80.5%) occurred in State agencies, and 649 (19.5%) occurred in State universities. In 2007 86.7% of disciplinary actions occurred in State agencies, while 13.3% occurred in State universities.

Agencies

In calendar year 2008, State government agencies took 2,692 disciplinary actions against employees. This represents 80.5% of all disciplinary actions in State government.

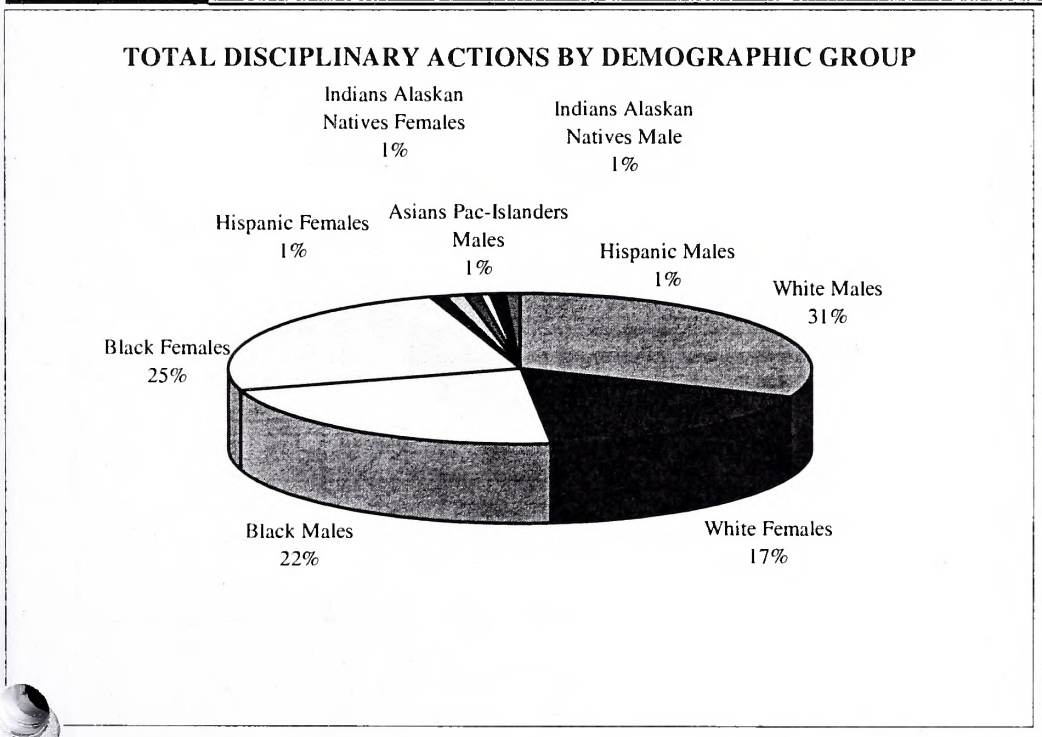
Universities

In calendar year 2008, universities took 648 disciplinary actions or 19.5% of all disciplinary actions.

State Of North Carolina

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	730	371	519	549	13	34	16	8	22	19	2281
	32%	16%	23%	24%	1%	1%	1%	0%	0%	0%	
DEMOTIONS	12	5	13	17	0	0	0	0	4	0	51
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	10	14	16	11	0	0	0	0	0	0	50
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	83	74	45	92	5	0	5	2	3	0	309
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	835	464	593	669	18	34	21	10	29	19	2692
	31%	17%	22%	25%	1%	1%	1%	0%	1%	1%	



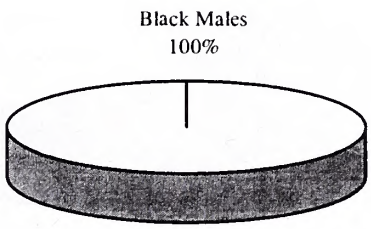
White Males	31%
White Females	17%
Black Males	22%
Black Females	25%
Hispanic Males	1%
Hispanic Females	1%
Asians Pac-Islanders Males	1%
Indians Alaskan Natives Male	1%
Indians Alaskan Natives Female	1%

Administration

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



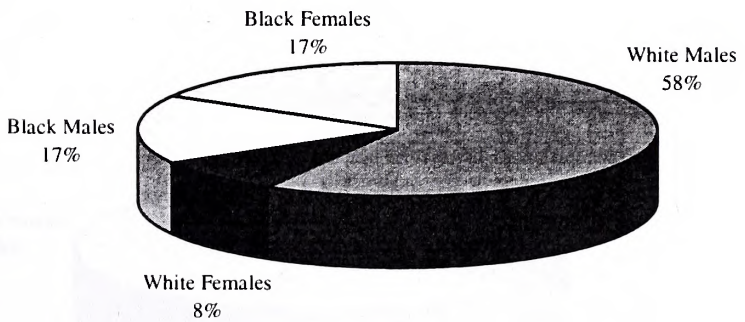
Black Males 100%

Agriculture and Consumer Services

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	7	1	2	2	0	0	0	0	0	0	12
	58%	8%	17%	17%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	7	1	2	2	0	0	0	0	0	0	12
	58%	8%	17%	17%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



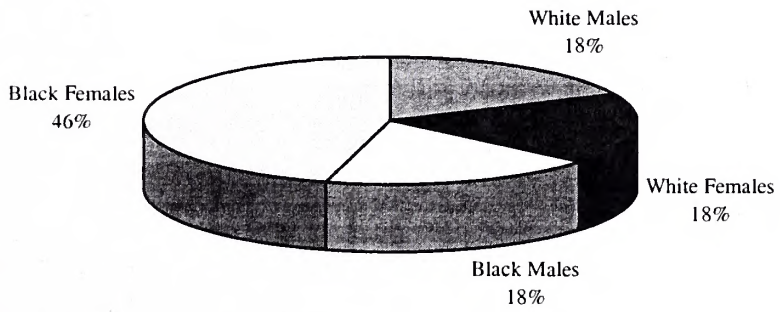
White Males	58%
White Females	8%
Black Males	17%
Black Females	17%

Commerce

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	2	2	5	0	0	0	0	0	0	11
	18%	18%	18%	45%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0		0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
AL	2	2	2	5	0	0	0	0	0		11
	18%	18%	18%	46%	0%	0%	0%	0%	0%		

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	18%
White Females	18%
Black Males	18%
Black Females	46%

Community Colleges

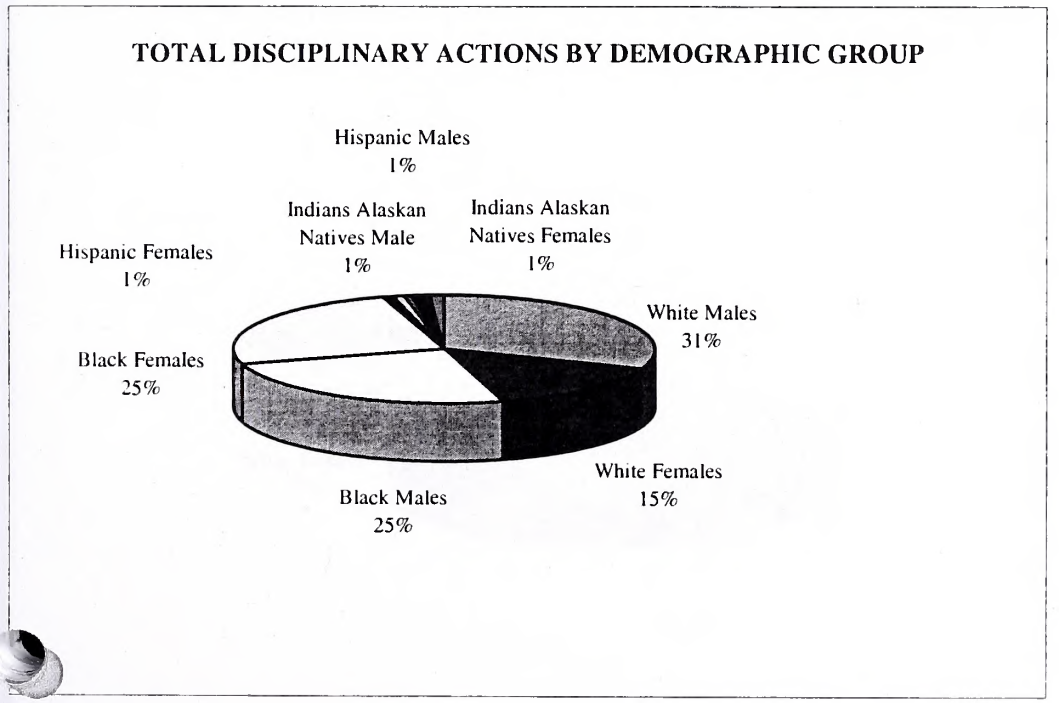
DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

Corrections

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	338	153	262	276	11	10	4	4	12	14	1084
	31%	14%	24%	25%	1%	1%	0%	0%	1%	1%	
DEMOTIONS	8	5	5	8	0	0	0	0	0	0	26
	31%	19%	19%	31%	0%	0%	0%	0%	0%	0%	
DISMISSALS	4	5	3	1	0	0	0	0	0	0	13
	31%	38%	23%	8%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	7	8	11	7	0	0	0	0	0	0	33
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	357	171	281	292	11	10	4	4	12	14	1156
	31%	15%	25%	25%	1%	1%	0%	0%	1%	1%	



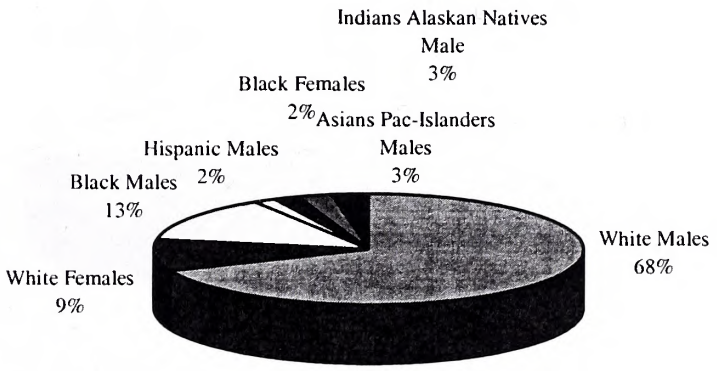
White Males	31%
White Females	15%
Black Males	25%
Black Females	25%
Hispanic Males	1%
Hispanic Females	1%
Indians Alaskan Natives Males	1%
Indians Alaskan Natives Females	1%

Crime Control and Public Safety

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	64	7	11	2	0	0	3	0	3	0	90
	71%	8%	12%	2%	0%	0%	3%	0%	3%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	14	3	4	0	2	0	0	0	0	0	23
	61%	13%	17%	0%	9%	0%	0%	0%	0%	0%	
TAL	78	10	15	2	2	0	3	0	3	0	113
	68%	9%	13%	2%	2%	0%	3%	0%	3%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



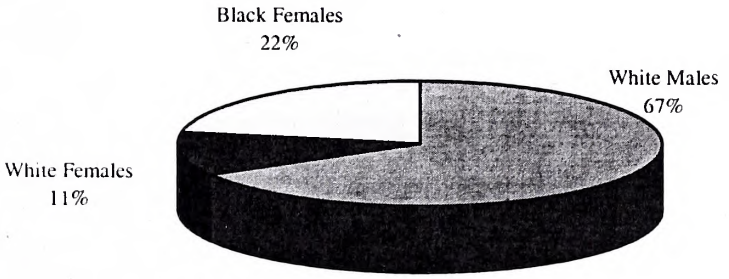
White Males	68%
White Females	9%
Black Males	13%
Black Females	2%
Hispanic Males	2%
Asian Pac-Islanders Males	3%
Indians Alaskan Natives Male	3%

Cultural Resources

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	4	1	0	2	0	0	0	0	0	0	7
	57%	14%	0%	29%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	2	0	0	0	0	0	0	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	6	1	0	2	0	0	0	0	0	0	9
	67%	11%	0%	22%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	67%
White Females	11%
Black Females	22%

Employment Security Commission

DISCIPLINARY ACTIONS by Demographic Group - 2008

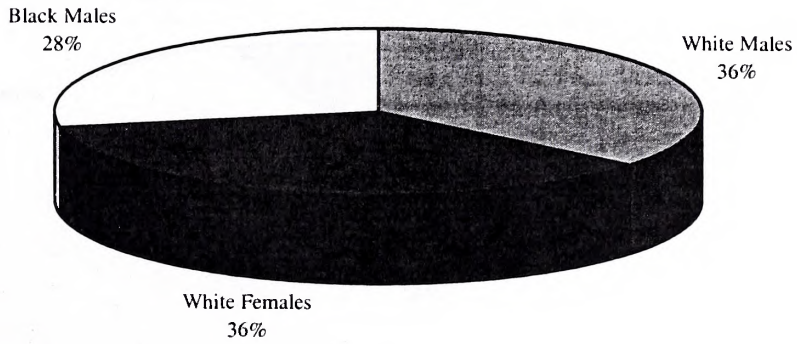
	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

Environment and Natural Resources

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	5	4	4	0	0	0	0	0	0	0	13
	38%	31%	31%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0		0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	5	5	4	0	0	0	0	0	0	0	14
	36%	36%	28%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



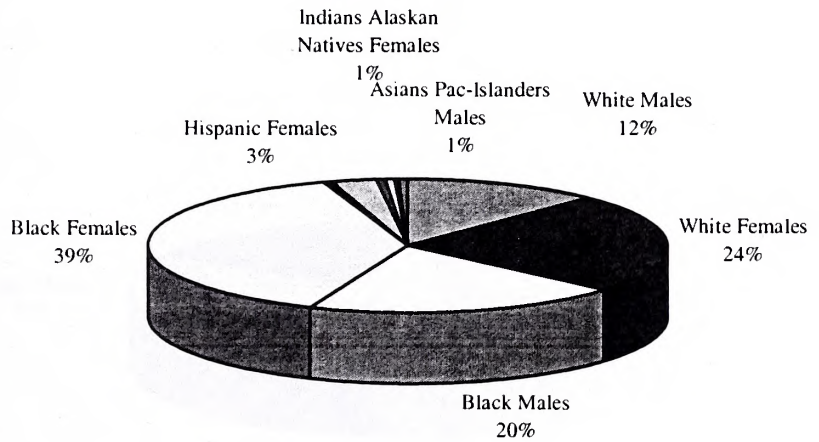
White Males	36%
White Females	36%
Black Males	28%

Health and Human Services

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	76	153	149	240	2	24	2	2	2	5	655
	12%	23%	23%	37%	0%	4%	0%	0%	0%	1%	
DEMOTIONS	0	0	7	9	0	0	0	0	0	0	16
	0%	0%	44%	56%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	5	10	11	0	0	0	0	0	0	27
	4%	19%	37%	41%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	31	53	7	71	2	0	5	2	0	0	171
	18%	31%	4%	42%	1%	0%	3%	1%	0%	0%	
TAL	108	211	173	331	4	24	7	4	2	5	869
	12%	24%	20%	39%	0%	3%	1%	0%	0%	1%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



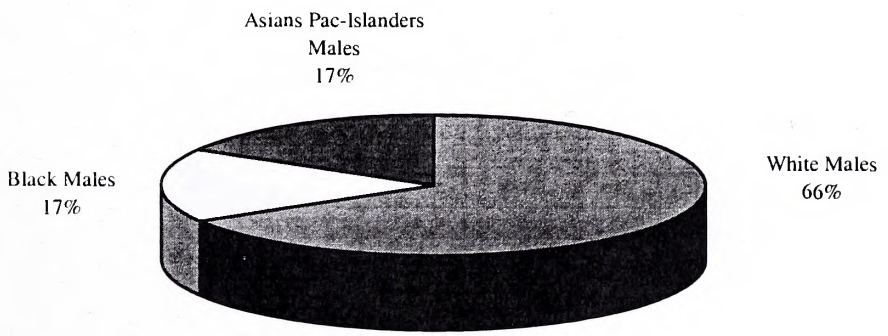
White Males	12%
White Females	24%
Black Males	20%
Black Females	39%
Hispanic Females	3%
Asians Pac-Islanders Males	1%
Indians Alaskan Natives Females	1%

Office of Information Technology

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	8	0	2	0	0	0	2	0	0	0	12
	67%	0%	17%	0%	0%	0%	17%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	8	0	2	0	0	0	2	0	0	0	12
	66%	0%	17%	0%	0%	0%	17%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



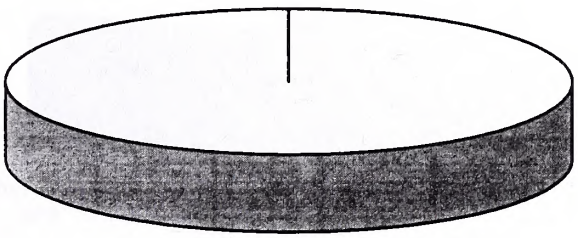
White Males	66%
Black Males	17%
Asians Pac-Islanders Males	17%

Insurance

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



Black Males
100%

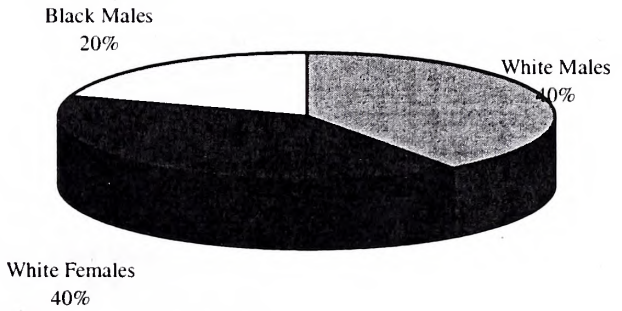
Black Males 100%

Department of Justice

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	6	4	2	0	0	0	0	0	0	0	12
	50%	33%	17%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	1	1	0	0	0	0	0	0	0	2
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	6	6	3	0	0	0	0	0	0	0	15
	40%	40%	20%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

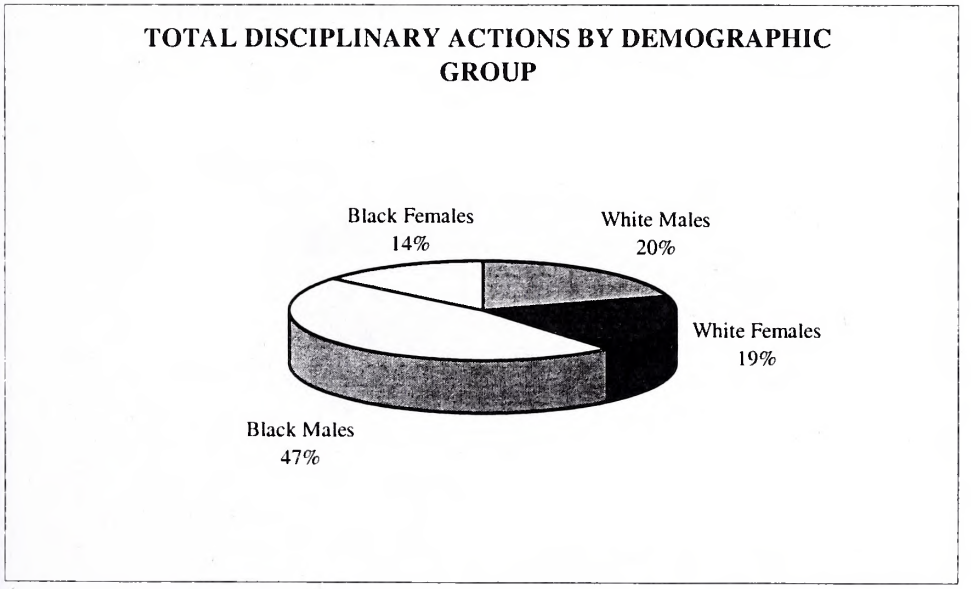


White Males	40%
White Females	40%
Black Males	20%

Juvenile Justice and Delinquency Prevention

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	6	5	9	4	0	0	0	0	0	0	24
	25%	21%	38%	17%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	3	2	10	2	0	0	0	0	0	0	17
	18%	12%	59%	12%	0%	0%	0%	0%	0%	0%	
TOTAL	9	8	20	6	0	0	0	0	0	0	43
	20%	19%	47%	14%	0%	0%	0%	0%	0%	0%	



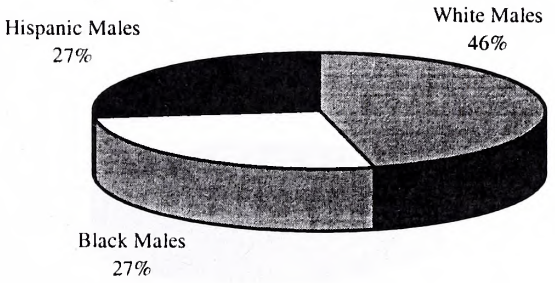
White Males	20%
White Females	19%
Black Males	47%
Black Females	14%

Labor

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	3	0	2	0	1	0	0	0	0	0	6
	50%	0%	33%	0%	17%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	1	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	3	0	2	0	2	0	0	0	0	0	7
	46%	0%	27%	0%	27%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	46%
Black Males	27%
Hispanic Males	27%

Office of State Budget

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	2	0	0	0	2
	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	0	0	0	0	0	2	0	0	0	2
	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

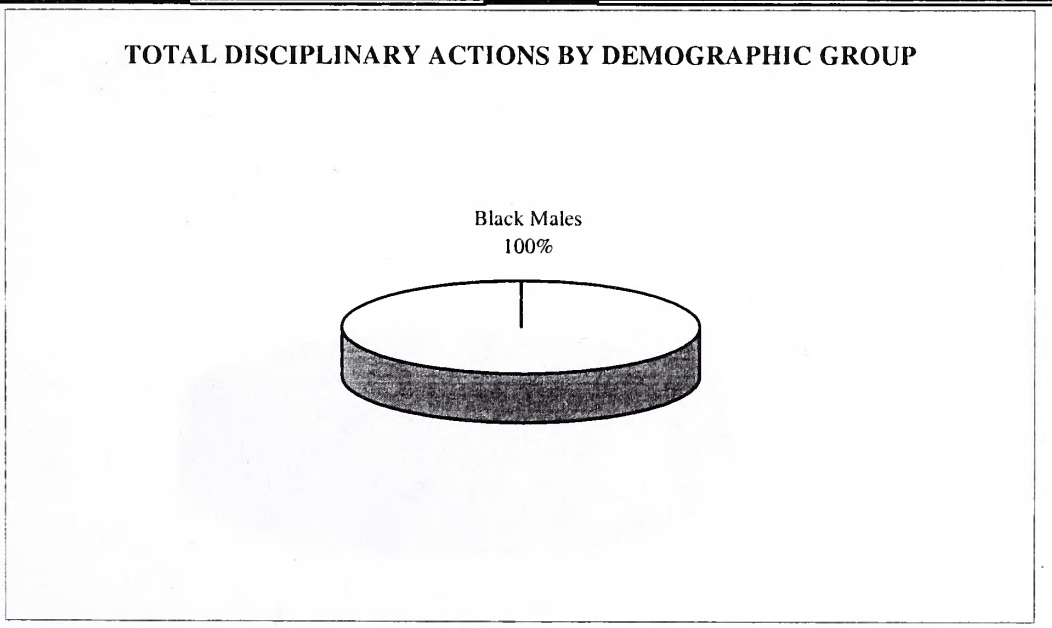
Asians Pac-Islanders Males 100%

Asians Pac-Islanders 100%

Office of State Personnel

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	



Black Males 100%

Public Instruction

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	0	1	0	0	0	0	0	0	0	0	1
	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

White Females
100%

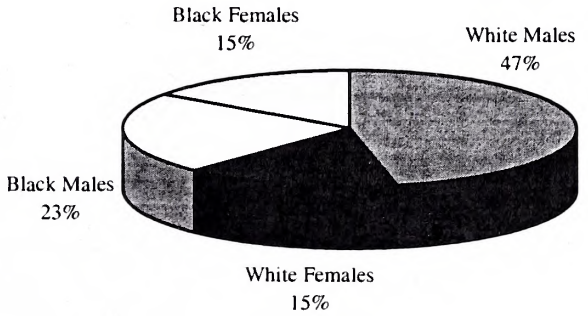
White Females 100%

Revenue

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	6	2	3	2	0	0	0	0	0	0	13
	46%	15%	23%	15%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	6	2	3	2	0	0	0	0	0	0	13
	47%	15%	23%	15%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	47%
White Females	15%
Black Males	23%
Black Females	15%

Secretary of State

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

State Controller

DISCIPLINARY ACTIONS by Demographic Group - 2008

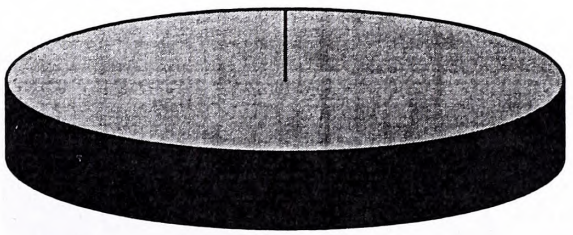
	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

State Treasurer

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	0	0	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males
100%

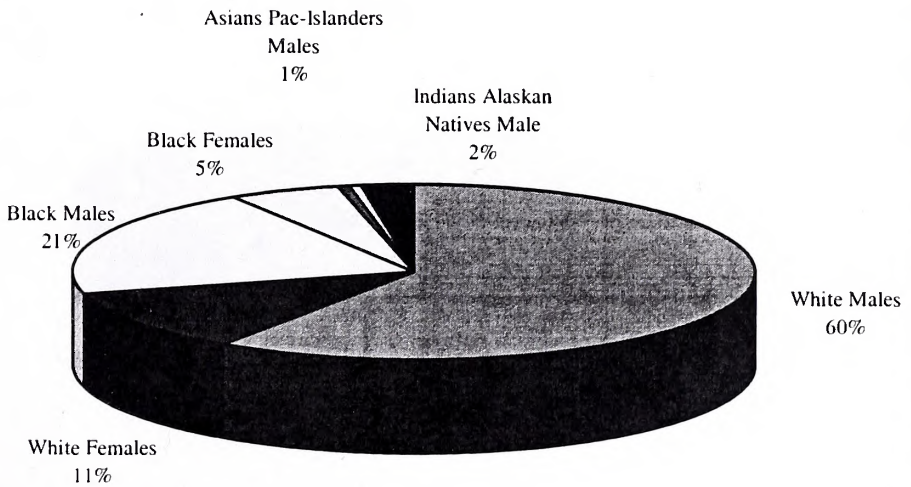
White Males 100%

Transportation

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	208	39	70	12	0	0	3	2	5	0	339
	61%	12%	21%	4%	0%	0%	1%	1%	1%	0%	
DEMOTIONS	4	0	0	0	0	0	0	0	2	0	6
	67%	0%	0%	0%	0%	0%	0%	0%	33%	0%	
DISMISSALS	4	0	2	0	0	0	0	0	0	0	6
	67%	0%	33%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	24	7	12	9	0	0	0	0	3	0	55
	44%	13%	22%	16%	0%	0%	0%	0%	5%	0%	
TAL	240	46	84	21	0	0	3	2	10	0	406
	60%	11%	21%	5%	0%	0%	1%	0%	2%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



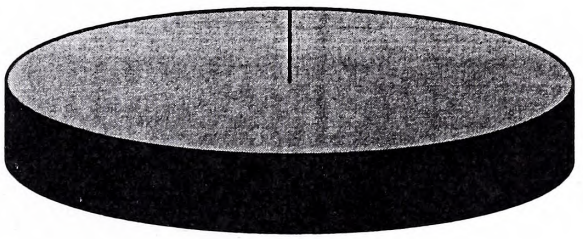
White Males	60%
White Females	11%
Black Males	21%
Black Females	5%
Asians Pac-Islanders Males	1%
Indians Alaskan Natives Male	2%

Wildlife Resources Commission

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	2	0	0	0	0	0	0	0	0	0	2
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	2	0	0	0	0	0	0	0	0	0	2
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



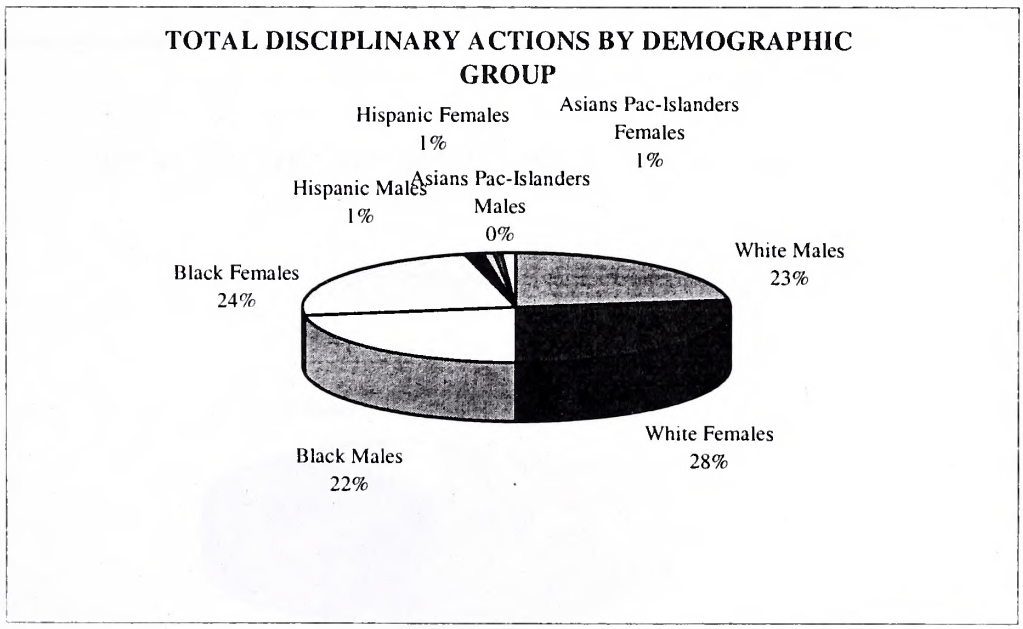
White Males
100%

White Males 100%

University

DISCIPLINARY ACTIONS by Demographic Group - 2008

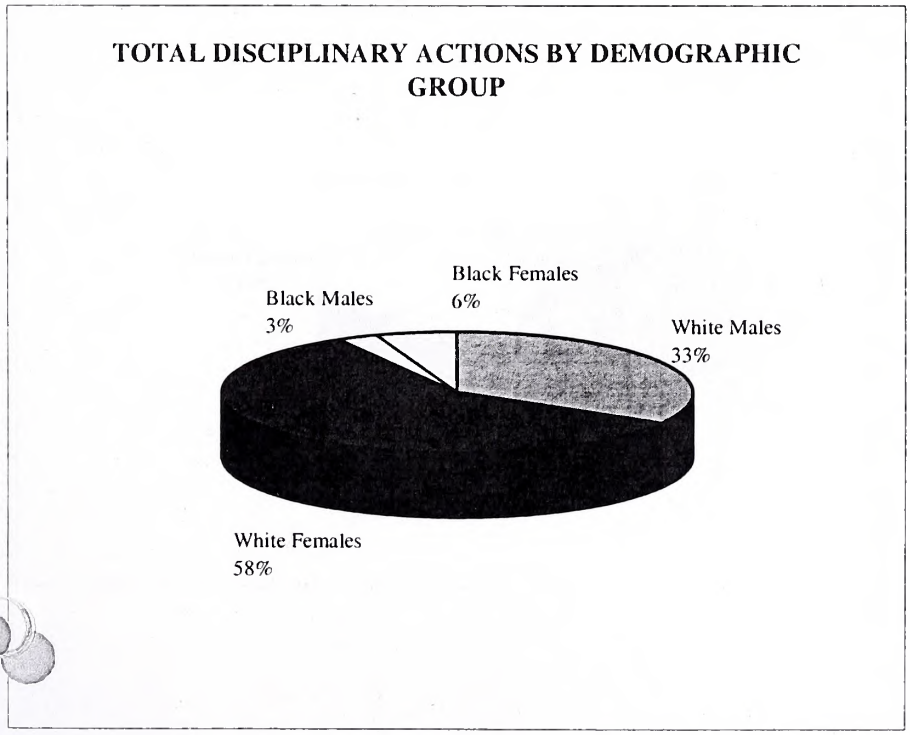
	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	113	152	102	124	8	5	2	7	0	0	513
	22%	30%	20%	24%	2%	1%	0%	1%	0%	0%	
DEMOTIONS	2	4	0	3	0	0	0	0	0	0	9
	22%	44%	0%	33%	0%	0%	0%	0%	0%	0%	
DISMISSALS	28	20	41	25	1	1	1	1	0	0	118
	24%	17%	35%	21%	1%	1%	1%	1%	0%	0%	
SUSPENSIONS	5	0	2	1	0	0	0	0	0	0	8
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	148	176	145	153	9	6	3	8	0	0	648
	23%	27%	22%	24%	1%	1%	0%	1%	0%	0%	



White Males	23%
White Females	27%
Black Males	22%
Black Females	24%
Hispanic Males	1%
Hispanic Females	1%
Asians Pac-Islanders Males	1%
Asians Pac-Islanders Females	1%

Appalachian State University
DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	11	18	1	2	0	0	0	0	0	0	32
	34%	56%	3%	6%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	3	0	0	0	0	0	0	0	0	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	12	21	1	2	0	0	0	0	0	0	36
	33%	58%	3%	6%	0%	0%	0%	0%	0%	0%	

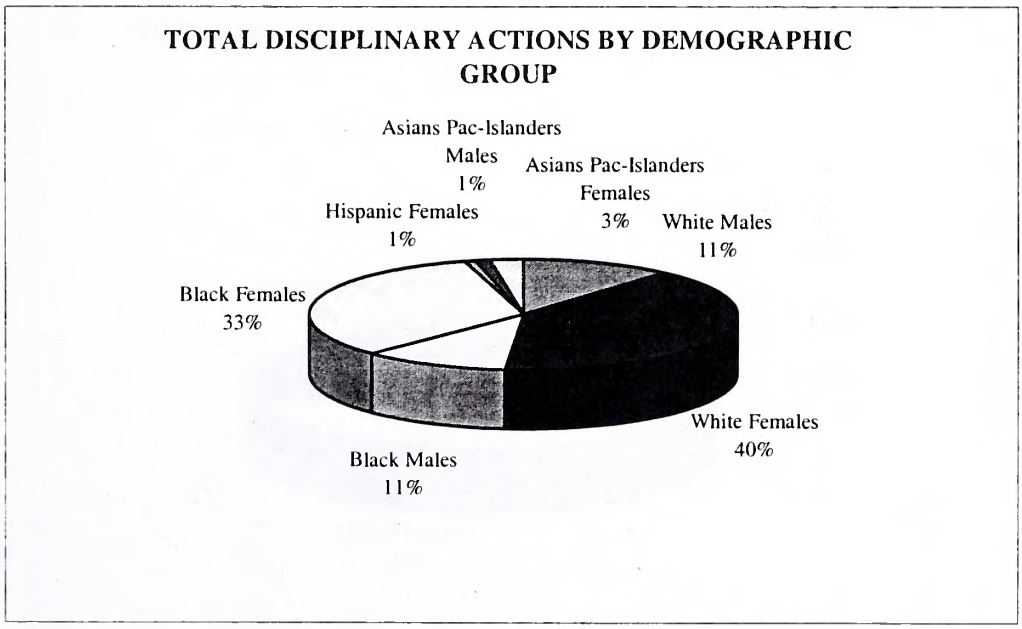


White Males	33%
White Females	58%
Black Males	3%
Black Females	6%

East Carolina University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	11	42	8	34	0	1	1	3	0	0	100
	11%	42%	8%	34%	0%	1%	1%	3%	0%	0%	
DEMOTIONS	0	0	0	1	0	0	0	0	0	0	1
	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	
DISMISSALS	2	4	5	3	0	1	0	0	0	0	15
	13%	27%	33%	20%	0%	7%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	13	46	13	38	0	1	1	3	0	0	116
	11%	40%	11%	33%	0%	1%	1%	3%	0%	0%	

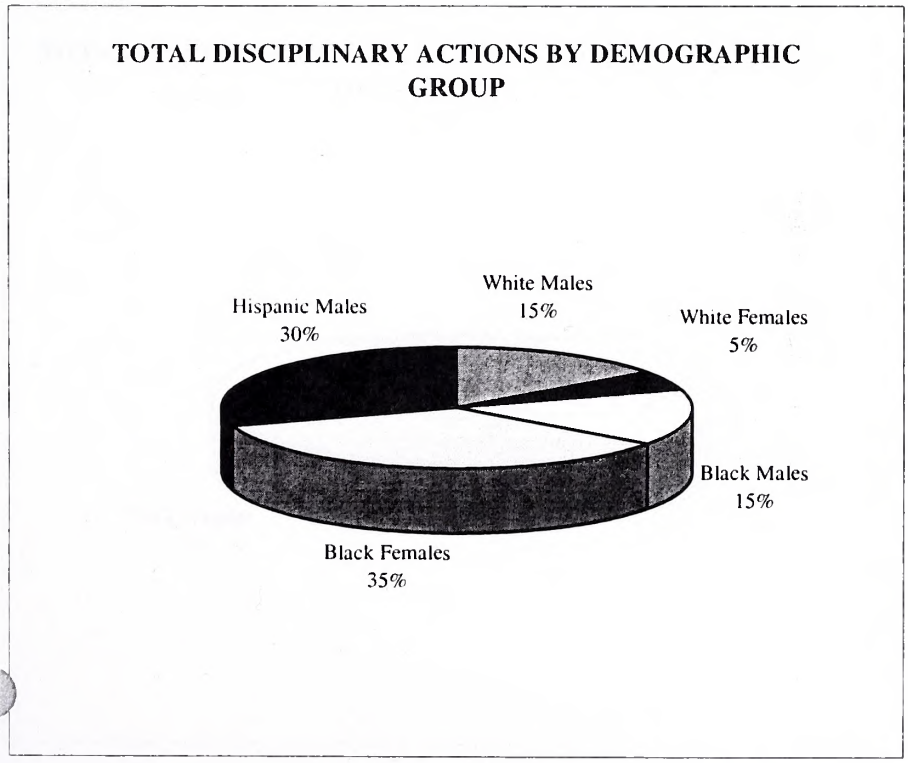


White Males	11%
White Females	40%
Black Males	11%
Black Females	33%
Hispanic Females	1%
Asians Pac-Islanders Male	1%
Asians Pac-Islanders Female	3%

Elizabeth City State University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	1	0	6	6	0	0	0	0	0	15
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	0	2	1	0	0	0	0	0	0	4
	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	1	0	0	0	0	0	0	0	1
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	3	1	3	7	6	0	0	0	0	0	20
	15%	5%	15%	35%	30%	0%	0%	0%	0%	0%	

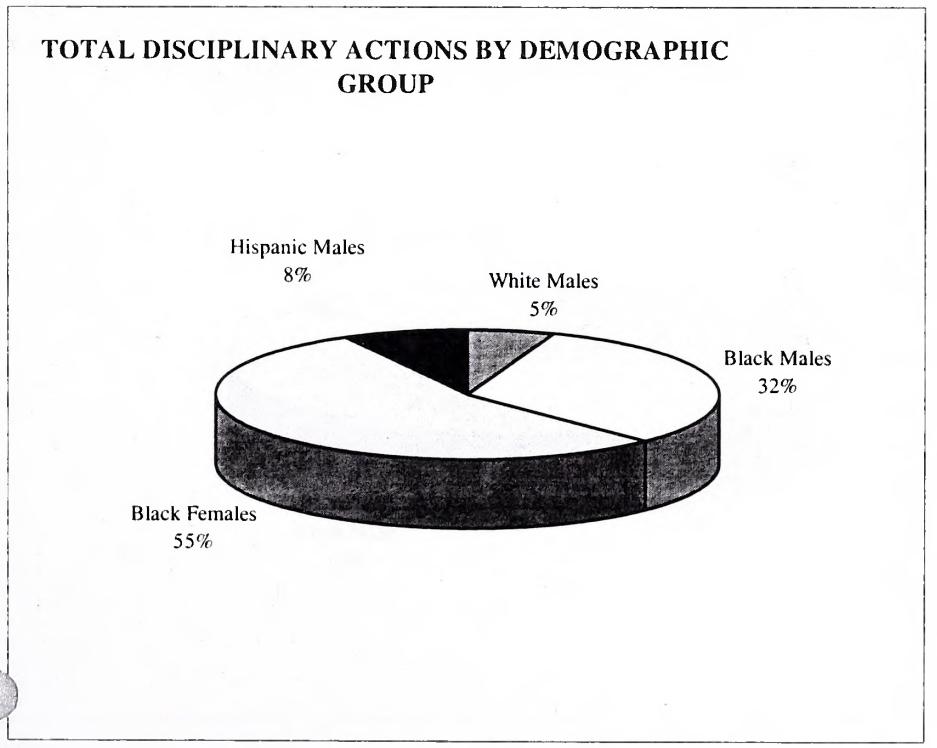


White Males	15%
White Females	5%
Black Males	15%
Black Females	35%
Hispanic Males	30%

Fayetteville State University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	0	9	16	0	0	0	0	0	0	27
	7%	0%	33%	59%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	3	2	1	0	0	0	0	0	6
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	2	2	0	0	0	0	0	4
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	2	0	12	20	3	0	0	0	0	0	37
	5%	0%	32%	54%	8%	0%	0%	0%	0%	0%	



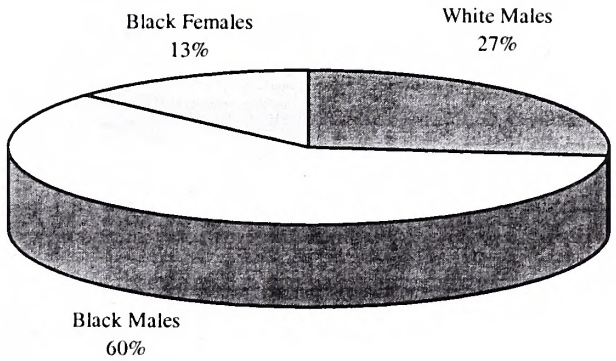
White Males	5%
Black Males	32%
Black Females	55%
Hispanic Males	8%

North Carolina A and T State University

DISCIPLINARY ACTIONS by Demographic Group - 2007

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	2	0	9	2	0	0	0	0	0	0	13
	15%	0%	69%	15%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	2	0	0	0	0	0	0	0	0	0	2
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	4	0	9	2	0	0	0	0	0	0	15
	27%	0%	60%	13%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Females	0%
Hispanic Males	0%
Hispanic Females	0%
Asians Pac-Islanders Females	0%
Asians Pac-Islanders Males	0%
Indians Alaskan Natives Male	0%
Indians Alaskan Natives Female	0%

North Carolina A and T State University

DISCIPLINARY ACTIONS by Demographic Group - 2007

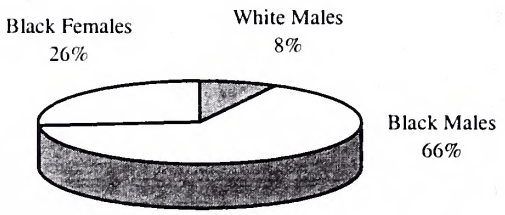
	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Asian Pacific Islander Male	Asian Pacific Islander Female	Indian Native Alaskan Male	Indian Native Alaskan Female	Total
WARNINGS	0	0	1	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
REPRIMANDS	0	0	0	0	2	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	1	0	2	2	0	0	0	0	0	0	11
	10%	0%	20%	20%	0%	0%	0%	0%	0%	0%	
EXPULSIONS	1	0	1	0	0	0	0	0	0	0	2
	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	2	0	4	2	2	0	0	0	0	0	13
	15%	0%	30%	15%	15%	0%	0%	0%	0%	0%	

North Carolina Central University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	0	4	5	0	0	0	0	0	0	11
	18%	0%	36%	45%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	0	11	4	0	0	0	0	0	0	16
	6%	0%	69%	25%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	10	1	0	0	0	0	0	0	11
	0%	0%	91%	9%	0%	0%	0%	0%	0%	0%	
TOTAL	3	0	25	10	0	0	0	0	0	0	38
	8%	0%	66%	26%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



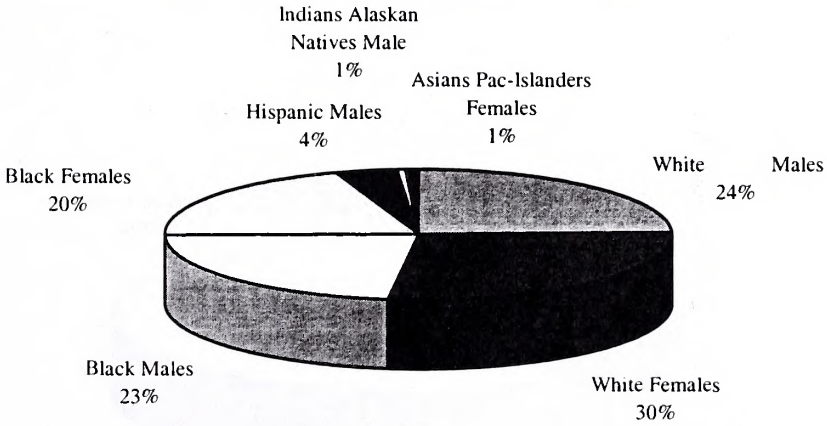
White Males	8%
Black Males	66%
Black Females	26%

North Carolina State University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	22	31	22	18	2	0	0	0	0	0	95
	23%	33%	23%	19%	2%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	11	6	9	9	3	0	0	1	1	0	40
	28%	15%	23%	23%	8%	0%	0%	3%	3%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
AL	33	37	31	27	5	0	0	1	1	0	135
	24%	27%	23%	20%	4%	0%	0%	1%	1%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



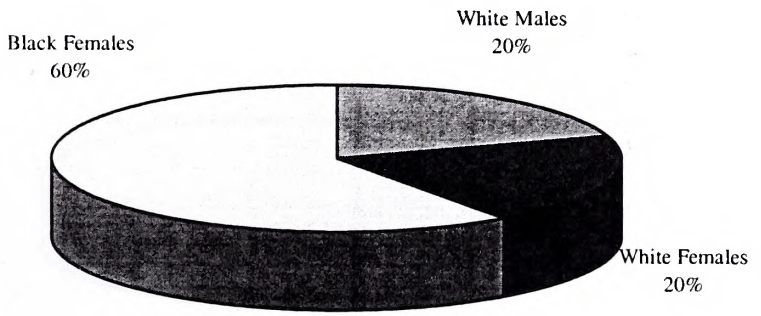
White Males	24%
White Females	27%
Black Males	23%
Black Females	20%
Hispanic Males	4%
Asian Pac-Islanders Females	1%
Indians Alaskan Natives Male	1%

NC School of the Arts

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	1	1	0	3	0	0	0	0	0	0	5
	20%	20%	0%	60%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	1	1	0	3	0	0	0	0	0	0	5
	20%	20%	0%	60%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



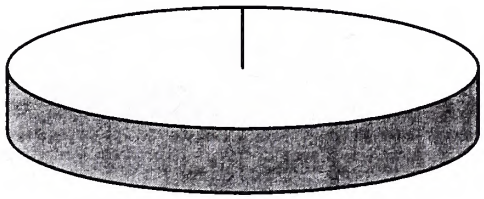
White Males	20%
White Females	20%
Black Females	60%

NC School of Science and Math

DISCIPLINARY ACTIONS by Demographic Group - 2007

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	2	0	0	0	0	0	0	0	2
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
OTAL	0	0	2	0	0	0	0	0	0	0	2
	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



Black Males
100%

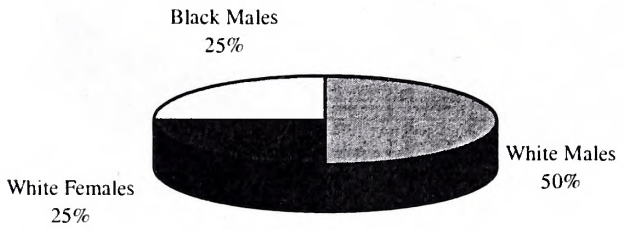
White Males	0%
White Females	0%
Black Females	0%
Hispanic Males	0%
Hispanic Females	0%
Asians Pac-Islanders Males	0%
Indians Alaskan Natives Males	0%
Indians Alaskan Natives Females	0%

UNC Asheville

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	1	1	1	0	0	0	0	0	0	0	3
	33%	33%	33%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	1	0	0	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
OTAL	2	1	1	0	0	0	0	0	0	0	4
	50%	25%	25%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



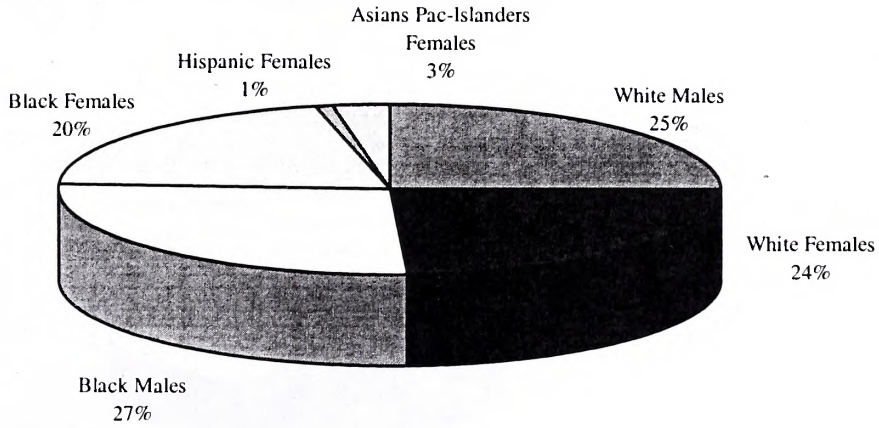
White Males	50%
White Females	25%
Black Males	25%

UNC Chapel Hill

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	23	20	28	20	0	1	0	3	0	0	95
	24%	21%	29%	21%	0%	1%	0%	3%	0%	0%	
DEMOTIONS	1	4	0	2	0	0	0	0	0	0	7
	14%	57%	0%	29%	0%	0%	0%	0%	0%	0%	
DISMISSALS	3	2	1	0	0	0	0	0	0	0	6
	50%	33%	17%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
AL	27	26	29	22	0	1	0	3	0	0	108
	25%	24%	27%	20%	0%	1%	0%	3%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



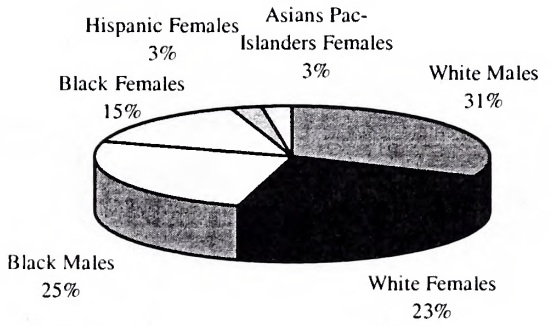
White Males	25%
White Females	24%
Black Males	27%
Black Females	20%
Hispanic Females	1%
Asian-Pac Islanders Female	3%

UNC Charlotte

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	8	8	5	5	0	1	0	1	0	0	28
	29%	29%	18%	18%	0%	4%	0%	4%	0%	0%	
DEMOTIONS	1	0	0	0	0	0	0	0	0	0	1
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	2	1	4	0	0	0	0	0	0	0	7
	29%	14%	57%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	2	0	1	1	0	0	0	0	0	0	4
	50%	0%	25%	25%	0%	0%	0%	0%	0%	0%	
TAL	13	9	10	6	0	1	0	1	0	0	40
	31%	23%	25%	15%	0%	3%	0%	3%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP

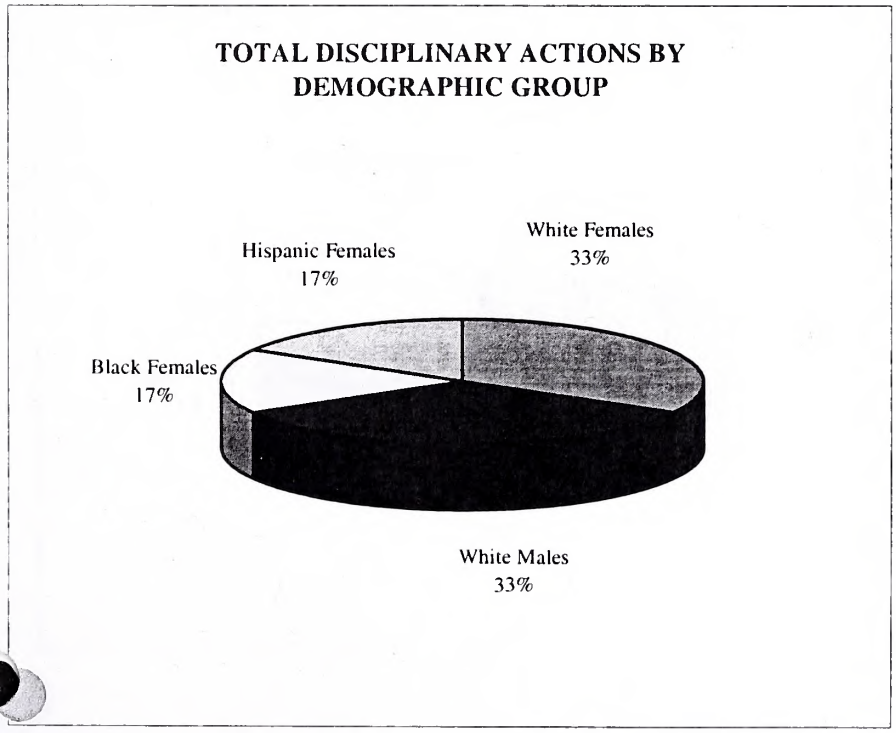


White Males	31%
White Females	23%
Black Males	25%
Black Females	15%
Hispanic Females	3%
Asian Pac-Islanders Females	3%

UNC General Administration

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac-Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	2	0	1	0	1	0	0	0	0	6
	33%	33%	0%	17%	0%	17%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
OTAL	2	2	0	1	0	1	0	0	0	0	6
	33%	33%	0%	17%	0%	17%	0%	0%	0%	0%	



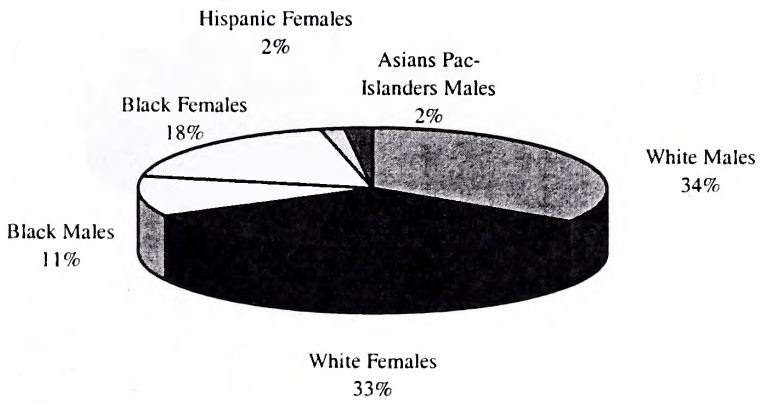
White Males	33%
White Females	33%
Black Females	17%
Hispanic Females	17%

UNC Greensboro

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Males	Asians Pac Islanders Females	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	18	16	4	8	0	1	1	0	0	0	48
	38%	33%	8%	17%	0%	2%	2%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	2	2	2	0	0	0	0	0	0	7
	14%	29%	29%	29%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TAL	19	18	6	10	0	1	1	0	0	0	55
	34%	33%	11%	18%	0%	2%	2%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



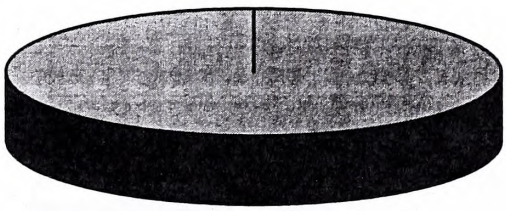
White Males	34%
White Females	33%
Black Males	11%
Black Females	18%
Hispanic Females	2%
Asian Pac Islanders Females	2%

UNC Pembroke

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
AL	1	0	0	0	0	0	0	0	0	0	1
	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



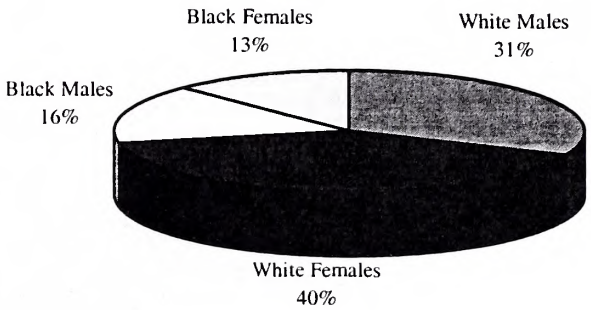
White Males 100%

UNC Wilmington

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	8	12	5	3	0	0	0	0	0	0	28
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	2	1	0	1	0	0	0	0	0	0	4
	50%	25%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	10	13	5	4	0	0	0	0	0	0	32
	31%	40%	16%	13%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	31%
White Females	40%
Black Males	16%
Black Females	13%

Western Carolina University

DISCIPLINARY ACTIONS by Demographic Group - 2007

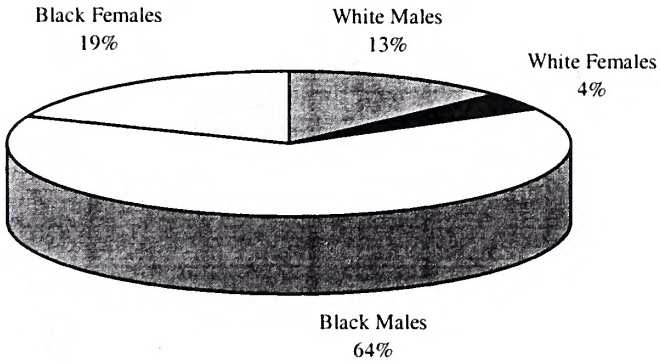
	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
OTAL	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

Winston-Salem State University

DISCIPLINARY ACTIONS by Demographic Group - 2008

	White Males	White Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asians Pac-Islanders Females	Asians Pac-Islanders Males	Indians Alaskan Natives Male	Indians Alaskan Natives Females	Total
WARNINGS	2	0	15	3	0	0	0	0	0	0	20
	10%	0%	75%	15%	0%	0%	0%	0%	0%	0%	
DEMOTIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
DISMISSALS	1	1	1	2	0	0	0	0	0	0	4
	20%	20%	0%	50%	0%	0%	0%	0%	0%	0%	
SUSPENSIONS	0	0	0	0	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
TOTAL	3	1	16	5	0	0	0	0	0	0	24
	13%	4%	64%	19%	0%	0%	0%	0%	0%	0%	

TOTAL DISCIPLINARY ACTIONS BY DEMOGRAPHIC GROUP



White Males	14%
White Females	5%
Black Males	64%
Black Females	19%

Equivalencies

Calendar Year 2008 Report

In October 1997, the Office of State Personnel began collecting data on equivalencies used in the qualification process. For this purpose, an equivalency is defined as any deviation from the required minimum training and experience not including substitution of directly related education for experience or directly related experience for education as stated on the class specification. In addition to reporting these deviations, agencies are required to provide an explanation of the reason and basis for the use of equivalencies.

For the reporting period January 1, 2008 through December 31, 2008, there were no instances when an agency or university used an equivalency.

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